

# **Bulletin #7:** Local 500 Bargaining 2022

Please print and post in your area. Thank you

September 20, 2023

Dear Members of OPSEU Local 500;

## **Bargaining Chair Message**

Your bargaining team continues working towards a new Collective Agreement. The next bargaining dates are **November 14, 15 and 20, 2023**, which will represents **11 days** of negotiations with the employer.

August 9<sup>th</sup> and 10 were the last two days the Bargaining Team met. The process may appear extremely long and can feel frustrating as everyone is feeling the effects of increased cost of living, not to mention, hearing the news of colleagues and other unionized and non-unionized members receiving increase to their pay.

As Chair of the Bargaining Team, I am asking Local 500 members to complete the [survey](#) sent out on Monday, September 18<sup>th</sup>. It is important at this time for us to support each other as we mobilize to receive a fair wage increase and demand for healthy and safe working conditions through this bargaining process.

## **Ongoing Process**

There are a number of frequently asked questions (FAQ) sent to the local mailbox each day. 5 questions have been selected which may be a concern for everyone. I am hoping the answers make a difference and help us as a local to navigate through the process. We welcome your questions and will answer to the best of our abilities.

### **1. When can we expect to get a raise?**

- a) Usually within 90 days of the Ratification meeting, but this needs to be negotiated between the parties.
  - i. What is a Ratification meeting?
    - a) When all negotiations between your bargaining team and the employers' team has concluded there will be a vote by the membership to accept and approve the negotiated CA.
    - b) Ratification vote to approve is 50% plus 1 member who is in attendance at the meeting and vote to accept the new Collective Agreement.

## 2. Why have ONA negotiations concluded while we are still at the table?

a) ONA Bargaining started April 2021 and completed with a 1% increase in wages as per bill 124. In October 2022 ONA reopener Bargaining team was selected. The Reopener process started in February 23, 2023. They went to mediation in March 2023 and received the award June 2023.

### i. I've noticed that there are many other unions including OPSEU subdivisions that have received new agreements with increased pay/benefits? What's the status on ours?

a) Other unions including other OPSEU locals received new agreements because they started their negotiations earlier than us. Some of these negotiations started from as early as 2020 up 2022 and conclude their negotiations received the 1% increase as per bill 124. What you see happening now is that in the negotiated collective agreement Unions collectively agreed to insert a reopener clause.

1. **Reopen Clause** - To renegotiate the monetary aspect of the CA if bill 124 is repealed. The Kaplan award is one example of what happened because bill 124 was repealed.

2. **CAMH History** - Local 500 did a rollover of the CA in 2019 to avoid accepting a 1% increase under bill 124. Local 500 hoping the bill would be repealed before March 2022 and delayed going into Bargaining. Local 500 first day of bargaining was March 6, 2023

## 3. How will we receive our back pay? Will it be a direct deposit?

a) If past practice is followed, payroll will give us a date when it will be paid and it will be on a separate check. This, however, needs to be negotiated between the parties. Retroactive payment will be direct deposited for active staff. For staff no longer at CAMH information will be mailed. This also needs to be negotiated between the parties. Please ensure that the employer has your most up to date mailing address.

## 4. Can you re-publish the agreed upon negotiation priorities?

1	Wages
2	Employee Benefits-health, dental, vision, paramedical etc
3	Health and Safety Issues/Employee Protection
4	No Discrimination/Human Rights
5	RRSP/Pension
6	Paid Holidays
7	Sick Leave
8	Leaves of Absence - Union, Educational, Personal, Bereavement, Family, Pregnancy/Parental Leave
9	Hours of Work (including breaks and rest periods)
10	Job Postings and Vacancies

**5. Why do the negotiations take so long or why does it not happen more frequently?**

- a) The Bargaining table consist of approximately 18 members, 8 OPSEU local 500 members who were elected at Demand Set Meeting on October 13, 2022 and an OPSEU Head Office Staff Representative/Negotiator appointed to the Local. The employer has 8 Management Staff Members and a CAMH Lawyer/Negotiator. The schedule is contingent on the CAMH/Lawyer and the OPSEU/Staff Rep calendar availability. Dates are selected when they are both available.

**The Bargaining Team 2022**

Carla Carubba	OPSEU, Staff Representative, contract negotiator
Yvonne Hinds	Administrative Secretary, Lead Steward OPSEU Local 500, <b>Bargaining Chair</b>
Carol Mundley	Registered Practical Nurse, President OPSEU Local 500
Francine Giroux	Pharmacy Technician
Cameron Sharp	Administrative Secretary, Treasurer OPSEU Local 500, Bargaining Secretary/Communication
Juanita Jones	Registered Practical Nurse
Gary McFarlane	Security
Michelle English	Social Worker
Piotr Nowak	Dietary Attendant – Alternate

**Local 500 United...We Bargain!**