

## Setting the Record Straight - September 2009

CUPE continues to provide information to the employees of the Health Regions that misrepresents proposals the Employers/SAHO have presented to the Union.

<b>CUPE Claims</b>	<b>Employer/SAHO Proposals</b>
<p>Employer Chooses Your Job For You The employer wants:</p> <ul style="list-style-type: none"> <li>to create regionally-based and multi-site positions, unilaterally, and without agreement from the union or employees.</li> <li>the right to transfer employees on a temporary or permanent basis to any other facility within the health region, whenever it suits their purposes, or to make your existing position a multi-site position. You may be required to travel between two communities. You could also be responsible for transportation costs to and from any new permanent place of work.</li> </ul>	<p>The Employers have a proposal to create a process to deal with occasional and ongoing operational needs to have employees work at different facilities/ locations. These processes would include:</p> <ul style="list-style-type: none"> <li>the offers of assignment of jobs by seniority</li> <li>consultation with Union and employees in ongoing situations</li> <li>the payment of travel costs in accordance with the Collective Agreement</li> </ul>
<p>Reduced Lay-off and Bumping Rights The employer wants:</p> <ul style="list-style-type: none"> <li>to restrict laid-off and displaced employees' rights to exercise seniority on a bargaining unit wide basis. Laid-off and displaced employees would be limited to exercising seniority strictly on a facility or agency basis. If your facility or agency closed, you wouldn't have a job.</li> </ul>	<p>The Employers have proposed that laid-off and displaced employees would be able to bump into vacancies across the bargaining unit and would only be eligible to bump another employee at their own facility/agency. If a facility/agency closed, employees would be able to bump into vacancies for which they are qualified, within the entire region. They would not be able to displace an employee in another facility/ agency.</p>
<p>Disabled Workers Lose Rights to Re-employment The employer wants:</p> <ul style="list-style-type: none"> <li>the right to terminate employees on the re-employment list if they have not been re-employed within three years. Employees who don't fully recover after three years would be terminated if they haven't been re-employed or accommodated. If you break your body working in health care, health care employers can't wait to cut you loose!</li> </ul>	<p>The Employers have proposed that the time spent on the re-employment list would be limited to three years, however, employees would not access the re-employment list until after they have been on DIP/ WCB for at least two years and 119 days. At the end of five years and 119 days, if after consultation with the employee and the union, there is no prognosis of the employee's ability to return, the employee's employment contract may be terminated.</p>

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<p>No Overtime by Seniority The employer wants:</p> <ul style="list-style-type: none"> <li>• you to pay for their mistakes. If the senior employee is overlooked for an overtime shift, he or she would no longer be compensated at overtime rates for the employer's mistake. Instead the employer promises to schedule you for another overtime shift within 14 days of reporting the missed overtime. You don't even get to choose when you want to work that overtime shift!</li> </ul> <p>The employer wants relief employees to pay for their mistakes.</p> <ul style="list-style-type: none"> <li>• At present, if the senior relief employee is overlooked for a shift, the employer must pay the senior employee for the missed shift. The employer wants to eliminate this seniority right and instead just schedule you for another shift, which would likely have happened anyway. If there were no longer a penalty for employers who don't respect seniority, they would start assigning relief work to whomever they wanted.</li> </ul>	<p><b>The Employers have proposed that employees would be scheduled to work for the overtime within 14 days in a supernumerary capacity. The Employers have not proposed to change the assignment of overtime by seniority.</b></p> <p><b>The Employers have proposed that employees would be scheduled to work for the missed shift within 14 days in a supernumerary capacity. The Employers have not proposed to change the assignment of relief by seniority.</b></p>
<p>No Promotion of Full Scope of Practice The employer refuses to recognize and promote the full scope of practice for our LPNs. They refuse to establish permanent LPN jobs in situations where LPN's have been temporarily hired due to the RN shortage.</p>	<p><b>The Employer representatives have tabled a Letter of Understanding addressing the standards of practice and legislation that applies to LPNs.</b></p> <p><b>CUPE's demand would conflict with the SAHO/SUN Collective Bargaining Agreement.</b></p>
<p>Elimination of Weekend Overtime Premiums The employer wants:</p> <ul style="list-style-type: none"> <li>• you to work weekends with no weekend premiums! Currently, employees are paid at overtime rates for the third and every following weekend until they receive a weekend off. You could potentially be scheduled to work every weekend, if the employer needs you and receive no additional compensation.</li> </ul>	<p><b>The Employers have proposed that employees would not be required to work more than two weekends in the designated three week period. If an employee did work all three weekends in the designated three week period then the overtime provisions of the Collective Agreement would apply.</b></p>

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<p>Major Concessions Demanded from Home Care The employer wants:</p> <ul style="list-style-type: none"> <li>to end the right to guaranteed hours of work for all home care workers. The employers' home care concession demands include:               <ul style="list-style-type: none"> <li>Home Care employees would be expected to report for work for split shifts over a 12-hour period each day. Employees with young children would have a nearly impossible time arranging for childcare!</li> <li>Home Care employees would be expected to work 6 days in a row under these new rules.</li> </ul> </li> </ul>	<p>The Employers have tabled proposals that recognize the unique working environment of the Home Care employees. These proposals address the specific operational needs of the program. The proposals allow scheduling for employees to work no more than 8 hours and report no more than 2 times within a 12-hour period each day.</p> <p>All CUPE employees (except employees working in 12-hour shift arrangements) could be expected to work up to 6 days in a row under the rules of the current collective agreement.</p>
<p>No Retroactivity for Existing Employees and Retirees The employer wants:</p> <ul style="list-style-type: none"> <li>to delete our letters of agreement regarding the retroactivity of wage increases for existing employees and retirees. They stall at bargaining, refuse to table a monetary package and there is no assurance that wage increases will be retroactive to the March 31, 2008 expiry of our agreement.</li> </ul>	<p>The Employers have neither agreed to, nor rejected, the concept of retroactivity for employees and/or retirees. They have clearly stated that these discussions will be held as part of the monetary package discussion, as has been the case in past rounds of bargaining.</p> <p>The Employers have committed to tabling an initial monetary proposal package on September 22 with all the provider unions at the Common Table.</p>