

Why Is This CUPE Strike Vote Important To You and Other Health Care Providers?



Our collective agreement with SAHO and the health regions expired on March 31, 2008. Little progress has been made since we began contract talks in September. Instead of negotiating a fair collective agreement that recognizes the contribution of health care providers, SAHO is proposing a long list of concessions.

Here is what SAHO wants us to accept!

Employer Chooses Your Job For You

The employer wants:

- to create regionally-based and multi-site positions, unilaterally, and without agreement from the union or employees.
- 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.
- permanent employees would be unable to apply for other positions until they have been in their current position for 365 days.

Reduced Lay-off and Bumping Rights

The employer wants:

- 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.

Disabled Workers Lose Rights to Re-employment

The employer wants:

- the right to terminate employees on the re-employment list if they have not been reemployed within two years. Employees who don't fully recover after two years would be terminated if they haven't been reemployed or accommodated. If you break your body working in health care, health care employers can't wait to cut you loose!

No Overtime by Seniority

The employer wants:

- 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!

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 have been temporarily hired due to the RN shortage.

Elimination of Weekend Overtime Premiums

The employer wants:

- 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.

No Christmas or New Year's Holidays With Your Family

The employer wants:

- the right to decide if you can spend any time over the holidays with your family. Employees would no longer have the right to get either Christmas or New Year's Day off.

Limited Rights to Unpaid Leave and Vacation

The employer wants:

- to prevent you from accessing your time in lieu bank until you have used up all of your vacation
- the right to schedule your vacation for you at a time convenient to them if you do not use it all before October 1.

The employer wants relief employees to pay for *their* mistakes.

- 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.

Major Concessions Demanded from Home Care

The employer wants:

- to end the right to guaranteed hours of work for all home care workers. The employers' home care concession demands include:
 - Home Care employees would be expected to report for work at several points over a 15-hour period each day. Employees with young children would have a nearly impossible time arranging for childcare!
 - Home Care employees would be allowed only 8 hours of rest between each 15-hour period of work.
 - Home Care employees would be expected to work 6 days in a row under these new rules.

No Retroactivity for Existing Employees and Retirees

The employer wants:

- 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.

Whether you are essential or not, there is no money on the table for anyone. SUN had their monetary package two months after their contract expired; it's been more than a year since our contract expired and we still haven't seen any wage offer.

CUPE health care workers do not want to see a workplace that is run the way the employers hope to run ours – with terrible, mean-spirited concessions. Your CUPE bargaining committee needs your help in fighting back against these demands.

Vote YES!



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