



Labour Relations Update March 2006

Pay Equity Update:

Proxy Pay Equity funding from the Government will not be continued after December 31, 2005 according to a Program Consultant with MOHLTC. The Ministry, according to the consultant, is not legally obligated to provide Proxy pay equity funding after December 31, 2005 as they have fulfilled its commitment as stated in the Memorandum of Settlement. In accordance with the Pay Equity Act, agencies who have not achieved pay equity are obligated to provide 1% of previous year's payroll to their employees until they achieve pay equity. This message is consistent with correspondence received by OASIS President George Braithwaite from Minister Sandra Pupatello on July 19, 2005 in which the Minister stated "There is no additional pay equity funding available beyond the expiry date of the Memorandum of Settlement. OASIS member agencies should therefore plan for their pay equity obligations within their overall budgets." OASIS Labour Relations Committee representatives will be meeting with the Ministry of Labour on April 12/06 and will bring this issue forward.

Negotiating Trends:

Centralized Bargaining Language: There continues to be a trend in recent bargaining to include language in collective agreements or Letters of Understanding pertaining to a commitment by agencies to agree to discussing a centralized bargaining approach in 2007. CUPE will be coordinating regional meetings in April with agencies that have signed these type of agreements to discuss the issue.

Pay Equity "Close the Gap": Agencies are now being visited by Pay Equity Officers as a result of complaints to the Pay Equity Commission to investigate and in some cases order payment on outstanding pay equity gaps which have occurred in agencies who have applied a % increase to wage levels.

Meeting with the Minister of Labour

The OASIS Labour Relations Committee and President George Braithwaite met with Minister of Labour, Steve Peters on December 09/06 to update the Minister on the potential labour disruption in March 2007; WSIB concerns and the competitive compensation initiative. At the request of the Minister, representatives of the LR Committee will be meeting with senior staff of the Ministry of Labour on April 12/06 to update them on the many issues facing our sector.

Fall Session of Labour Relations Committee

The fall session of the Labour Relations Committee will take place on October 17 and 18. The committee would like to offer a 1 ½ day forum and cover three topics pertinent to the current labour issues affecting OASIS Members. Stay tuned for the flyer.

Agency Updates:

Numerous agencies were contacted across the province in order to provide an overview of some of the issues.

Ottawa – Carleton Association for Persons with Developmental Disabilities

To offset HLDAA obligations required to cut \$3/4 million – closed a group home and moved clients into other existing group homes along with many other expenditure reductions.

Began negotiations on February 22/06 with CUPE

No one else in the Ottawa area currently negotiating

Brockville & Area Community Living Association

OPSEU – Contract up March 31/06. Received notice to bargain on January 01/06.

Insurance Issue with Pilot Insurance – will not insure homes where 3 or more unrelated people are living. Agency has pursued Human Rights angle – according to Human Rights insurance companies are exempt – they can choose to insure whoever they choose.

Sioux Lookout Community Living Association

Pulp and Paper Union – 2% in 2005 /2006; 20% in 2006/07 – arbitrated first collective agreement.

Request from Ministry to submit a management plan to address settlement. Plan submitted in September 05 but no response from the Ministry until February 09/06. As part of the Plan – agency has closed two group homes and will be closing a third home – individuals have been relocated into Family Homes.

Community Living Greater Sudbury

OPSEU - contract expires December 31, 2006
Ministry of Labour audit of Workplace Violence Policy completed.

Leeds Greenville

OPSEU – just signed a new contract until March 2008
Terms – 2%; 2%; 2% plus Pay Equity

Mississauga Community Living

OPSEU – currently bargaining – March 09/06 strike vote and no Board report expected with a possible strike set for March 31/06

Union asking for increased wages on an 18 month contract & on increased part-time benefits; pension and seniority for call-ins and scheduling.

No Board Report received with a strike deadline set for midnight April 09/06. A final meeting is set for April 05/06 but Executive Director is not optimistic this meeting will result in a settlement

Trenton Community Living

Pay Equity – “Closing the Gap “issue – several visits from the Pay Equity Officer as a result of Union complaint to Pay Equity Commission. The Pay Equity Officer has determined that the Association owes employees back wages of \$120,000 plus an annual payout of \$ 22,000. The Association’s budget is \$1.5 million. The Regional Office of MCSS has been advised but no response as of this date. Negotiations to begin on March 31/06.