



Community Health Care Professionals

March 2007

BPS Sector 17



LHINs realignment: OPSEU tries to sort out chaos of CCAC mergers across Ontario

Update 2007

OPSEU has been working hard to navigate the transition to the new CCAC boundaries. Our sector was the first to face mergers under the Local Health Integration Networks (LHIN) legislation. On Jan. 1, 2007, 43 CCACs were merged into 14 new organizations on the LHIN boundaries.

Some mergers were straightforward but others meant splitting former CCACs into several parts. Direct CCAC staff and provider agencies that rely on contracts with CCACs form the biggest part of our sector so we anticipate a busy year ahead.

We represent workers at six of the 14 CCACs and are busy dealing with the Labour Board under the Public Sector Labour Relations Transition Act (PSLRTA) to decide on



Members of OPSEU locals 481 and 489 at the office of the new Champlain CCAC

bargaining unit structure. Once a structure is created, OPSEU will campaign hard to retain our members. We have had one early

success with the therapists in Peterborough (Local 315) remaining in their own OPSEU bargaining unit, without a vote (see page 2).

Pension class action

CCAC staff is also eagerly awaiting further progress in the class action on pensions. This case began in 2003 and was certified to proceed in 2005. OPSEU was the only union to take on this fight for its members. Dates for discovery have been booked for April and June. Sue McSheffrey, Vice Chair of the division is the class representative. Sue works for the new Champlain CCAC.

2007 BPS Conference

BPS Conference information has been sent out and can also be found on the OPSEU website at:
www.opseu.org/bps/conference/bpsconference2007.htm

The realignment has disrupted some of the bargaining unit structures and merged existing bargaining units. For the purposes of delegate entitlement to the Conference the "old" structure will be used. Your delegate entitlement will continue to be based on the current population if there is no final outcome from the Labour Board cases. Once a final outcome is known, the delegate entitlement of the merged units will be reassessed.

Local 315 lives on

Local 315 counts 22 therapists, including speech-language pathologists, occupational therapists, social workers, dieticians and physiotherapists. Initially employed by the Peterborough Home Care Program, in 1990 these therapists were unionized with the former Association of Allied Health Professionals (AAHP:O) and in 1999 merged with OPSEU.

In 1996, the Harris government privatized direct services staff of the Home Care Program. In 1998, a tripartite agreement was reached between the Ministry of Health, AAHP:O, and some CCACs ensuring a four-year contract for any successor employers.

Although our employer would have preferred the in-house staff arrangement that existed, it followed the Ministry policy. Consequently two attempts to seek successor employers through a RFI process were unsuccessful. Thus, our local remained as a group of direct-service therapists attached to the CCAC.



OPSEU members and staff celebrate the Labour Board agreement to retain this union as bargaining agent for the local. Elizabeth Nurse (counsel), Cindy Edmondson, Annie Stovell, Eileen Wesley (staff).

On Jan. 1, 2007, the Peterborough CCAC merged with three other CCACs to become the Central East Community Care Access Centre (CE CCAC). This triggered an application under PSLRTA to the Ontario Labour Relations Board. On Feb. 16, 2007, OPSEU, ONA, CUPE, COPE, and our CE CCAC employer reached an “all party agreement” on a separate bargaining unit for all paramedical employees providing direct services “attached” to the CE CCAC-Peterborough branch.

The parties also agreed OPSEU would be the bargaining agent. All therapists involved and OPSEU negotiators are ecstatic regarding the outcome. Some say this is a local with nine lives. Others feel that it is due to the hard work of our members -- and OPSEU’s strong commitment to each local, no matter how small -- that we still have our jobs and our union.

More CCAC info coming

As CCACs are realigned with the LHINs boundaries across the province, OPSEU will keep you informed.

Special newsletters will come out on a regular basis to keep CCAC members up to date on the progress and outcome of issue resolution.

Watch for **The Realignment Report, Dialogue** and further **Sector 17 newsletters**.

And visit:

www.opseu.org/bps/health/community/ccac/index.htm

Keep yourself informed!

OPSEU members continue the fight to keep their union

South-West CCAC OPSEU members are fighting hard to keep their union in the new Southwest CCAC. This vote is scheduled to take place March 27 and 28.

Local Updates

Local 210-Canadian Blood Services: Moving to the new Canadian Blood Services (CBS) and Diagnostic Division (Sector 19) in June.

Local 274 –Hamilton CCAC: PSLRTA application filed. OPSEU fighting to continue with an all employee bargaining unit.

Local 269-VON: Request For Proposals (RFP) rolled over again until 2008.

Local 315-Central East CCAC-Peterborough Branch: Ontario Labour Board (OLB) meeting held Feb. 16, 2007. We continue to be represented by OPSEU. Collective Agreement (C/A) expires March 31/07. Notice to bargain filed.

Local 327-Peterborough County Health Unit: C/A expires March 2007.

Local 452-Kaymar Rehab Kingston: C/A expires June 30/07.

Local 481-Champlain CCAC-Renfrew Branch: Hearing at the OLB Feb. 28th and Champlain staff Forum Feb. 27. Look in next newsletter for the outcome.

Local 485-Kaymar Ottawa: Kaymar Ottawa case wrapped-up. We await the verdict.

Local 490-Eastern Ontario Health Unit: Notice to bargain filed.

Local 548-Comprehensive Rehab: Negotiations to start May 2007.

Local 590-Black Creek Community Centre: C/A expires March 2008. No grievances in five years.

Local 668-CML Imaging: Moving to new CBS and Diagnostic Division (Sector 19) in June.

Local 675-NorthEast CCAC: C/A expires March 2007.

Local 5101-Canadian Blood Services: Moving to new CBS and Diagnostic Division (Sector 19) in June.



Front L to R: Lois Boggs, Sue McSheffrey

Back L to R: Deborah Sanowar, Cindy Edmondson, Debbie Friday, Linda Hogan, Louise Mulligan -Roy, Lucy Morton.

Your Sector 17 Community Health Care Professionals Executive

Chair: Lois Boggs, VON Hamilton, Local 269;

Vice Chair: Sue McSheffrey, Champlain CCAC-Renfrew Branch Local 481;

Treasurer: Deborah Sanowar, Northeast CCAC, Local 675;

Newsletter Editor: Cindy Brown-Edmondson, Central East CCAC-Peterborough Branch, Local 315;

Membership Coordinator: Louise Mulligan -Roy, Champlain CCAC-Cornwall Branch, Local 489;

Bargaining Rep: Debbie Friday, Home Healthcare, Local 548;

Campaigns Rep: Lucy Morton, VON Hamilton, Local 269;

Secretary: Judith Wolanski, Champlain CCAC-Renfrew Branch Local 481

Staff: Janet Wright, Bilingual Negotiator OPSEU

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