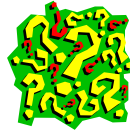


Provincial Updates



Just what IS happening out there

Hello everyone. I hope you are taking advantage of this wonderful summer season - whether you're enjoying some well deserved time off, or just stealing a couple of moments here and there.

I wanted to take a little of your time to update you on the bargaining status across the province. It has been a busy spring, and bargaining teams across the province have been doing their best to obtain the "A+ Contract" for CAS's. This is what we know so far:

Prince Edward County was the first to complete their negotiations. While they were not a part of the provincial initiatives, we still need to be aware of their situation. They bargained a 2-year term (actually 27 months) set to expire in September 2003. They will receive 2% each year. Previous to this round, they were paid a mileage allowance of approximately \$150.00 per month. This was based on somewhere around .27 cents / km. They now will be paid .31 cents per km. They received some minor improvements to their benefits plan, as well as a Letter of Agreement that their employer would participate in a presentation by the OPSEU Joint Trusteed Benefit Fund.

continued on page 2

Emerging Trends



What some of us are seeing at the Table

Hours of Work:

This Management proposal has been seen on most tables. Many have been under the guise of a "pilot project" and may or may not affect all functions within an Agency. This has been seen as a move towards shift work, however most employers deny this. In agencies where there are After Hours Workers, who work in that capacity only, would be seriously affected by this. Employers claim that this is a cost savings however they can't demonstrate as to where. Most bargaining teams have been effective in either bargaining this out or seriously reducing the effects. One has to wonder, that with the relative success we've had in either eliminating or reducing the effects of this proposal, if the purpose of this was to counteract our central demands.

Wages:

Settlements are averaging at 3% per year. To date, York CAS was able to negotiate 3.75% per year for a 2 year contact, with 1% of that increase attributed to Pay Equity. They were also able to secure a signing bonus for both years of their Collective Agreement of \$500 for members with ten or more years of service, and \$350 for members with lesser service.

Workload:

It became quickly evident that Employers were given a template in which to base their response to our workload language. Most Employers were willing to look at a loosely worded, touchy feely type of Letter of Understanding or Agreement. They are also willing to look at Joint Workload Committees, where recognition statements would be created. They are very hesitant in looking at any type of caseload caps, etc. We have had a couple of success forays into the Collective Agreement however in Toronto Catholic CAS and Guelph CAS. Algoma CAS was successful in negotiating caseload caps, however files slated for closure are not counted in the mix - and we've all got those right?

INSIDE THIS ISSUE

1	Provincial Updates
1	Emerging Trends
4	Contact Us

Renfrew CAS also settled their negotiations. Little is known about the content of their Collective Agreement, however I do know that they negotiated a one-year agreement with a 3% increase in wages.

Cornwall CAS ratified their agreement with only 51% of membership on May 15th 2002. Their agreement is a three-year term; there is a 2% increase in year one, for those who have not reached their pay equity targets they will be brought up to par by the end of term. For those who have reached Pay Equity, 1% per year wage increases in years 2 and 3. They received an 80% top up in their pregnancy leave for fifty-two weeks. Improvements to Bereavement Leave, as well as 2 days of Special Leave were also obtained. They did see a modest improvement in benefits.

On May 21st, 2002, **Toronto Catholic CAS** (CUPE) ratified their Collective agreement by 59%. Hi-lites include:

- A two year Collective Agreements with a 3% wage increase in each year – that brings their top end social worker to over \$60,000
- Received increases in benefit coverage
- A long term Recognition Bonus for employees with ten or more years of service, payable on the employee's anniversary date: \$350.00 for 2002 and \$450.00 for 2003
- Employee Protection for employees under investigation and/or subject to a disciplinary hearing
- Recognition of the first quarter hour worked in overtime
- Mileage reaches \$0.37 per km by April 1, 2003, as well as \$25.00 per month for insurance coverage
- Workload language incorporated both in the Collective Agreement as well as a Letter of Understanding.
- Improvements in Job Postings
- Improvements in Health & Safety language; including co-teaming (going out in pairs)
- Improved Accommodation and Return to Work
- Job Sharing

Algoma CAS (CUPE) also ratified their Collective Agreement on May 22nd, 2002 by 59% of the membership.

- Three year term
- 2% first year, 3% per year for two years
- mileage increase from \$0.32 / km to \$0.35 / km
- Two Personal Leave Days
- Full time status for casual relief staff who are working 35 hours per week

- Sunset clause with regard to discipline
- Improved Liability language
- Case Aid Job Classification
- Workload Language with grievable caseload caps

On June 18th, 2002, **Guelph CAS** (CUPE) also settled a three-year Collective Agreement. Workload was incorporated into the Collective Agreement. They saw improvements in their Liability language as well as in their benefits. Their mileage rate will be .36 cents / km by 2004. Wage increases include 2-½% for 2002 and 3% for 2003 and 2004.

On July 8th, 2002, **York CAS** ratified a two-year Collective Agreement. They were able to negotiate language on workload and liability. They will see improvements to their benefits, a 3.75% increase in wages for each year, as well as signing bonuses. Mileage rates will be at .37/km by 2004.

On August 13, 2002 members of **Sudbury CAS** voted 98% to accept the employer's latest offer. This ratification vote came within hours of a strike deadline set for 12:01 a.m. August 14, 2002.

The new collective agreement includes an 8% wage increase across the board with a further 3% pay equity increase for Office and Clerical staff. This will bring top of the wage scales to just shy of \$60,000 by 2005. Mileage rates are set at \$0.36 per km, and improvements were seen to the liability language, as well as flex issues. A self funded leave plan was also added.

Workload language was obtained in the form of a Letter of Agreement, which includes grievable workload caps of 20 active cases for Intake and 25 active cases for Family Services and Children in Care workers. The Letter of Agreement in its entirety as well as in part can be grieved.

We have also received word that Grey Bruce CAS, a CUPE agency, has also settled, however their information is unknown at this time.

So, where are we? Well, we have nine CAS's still out there bargaining: Waterloo, Prescott Russell, Temiskaming, Metro Toronto, Haldimand, Halton, Hastings, Durham and Kingston. All nine agencies are in conciliation, and bargaining has been slow. Now that the fall is almost here, we should be hearing news from some or all of them very soon.



Who We Are & How to Contact Us

The C.A.S. Sector represents the support staff, foster care & adoption workers, family support and protection workers at 17 Children's Aid Societies in Ontario. *CASe Notes* is written by and for those workers.

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