



CASe Notes

The newsletter for OPSEU members in CAS July 2008

OPSEU and CUPE focus on working together



OPSEU and CUPE activists and staff meet to share strategies, updates on bargaining in the sector and initiatives currently underway. Photo credit: Rita Perry, CAS Ottawa

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Divisional Council finds stunning levels of violence in the workplace

The Community Services Divisional Council represents more than 11,500 members including those in CAS, developmental services, child and family services, child care, community agencies, corrections and child treatment centers.

The Council surveyed our members this spring on levels of violence in the workplace. Regional workshops were conducted for members of Health and Safety Committees in each local represented in the sectors.

Here is a brief summary of the survey:

Violence in the workplace is epidemic. In the survey of 500 members, commissioned by OPSEU and conducted by Oraclepoll, we found that:

Almost half (43 per cent) of our community sector members have personally been a victim of violence at work over the past year.

Of these, more than 90 percent have been threatened, and almost three – quarters have been subjected to physical attacks. Almost half (48 per cent) have witnessed a violent act against a co-worker over the past year.

Who is doing this – and why?

In the past year, of those who have experienced violence, 93 percent of members have experienced violence from clients, 29 percent from co-workers and 25 percent from a supervisor.

According to most workers, staffing issues (understaffing, government under funding and heavy workloads) have an underlying effect on

Dues Letter

Your local dues letters have all been sent to each local and if you have not paid your dues please send them. If you have not received a dues letter please ask your local to send your dues \$50.00 to :

Sue Corlett
Box 257,
South Mountain, ON
KOE 1W0

fostering this trend to workplace violence, bullying and harassment.

55 percent of overnight staff and 61 percent of rotational shift workers experienced violence as compared to 33 per cent of workers who work the day shift.

The Community Services Divisional Council and assigned staff met with the Ministry of Labour on June 4, 2008. We met with the Deputy Minister and the Senior Policy Analyst. There was representation across the province and from each sector involved. The ministry was impressed with the provincial representation. Each sector shared stories of violence in the workplace. The meeting was excellent. The provincial government is in the process of making changes to the Occupational Health and Safety Act concerning workplace violence.

On June 13, 2008 in London Ontario, OPSEU President Smokey Thomas, Deb Gordon and Terri Aversa, addressed the media outlining the importance of changing legislation regarding the Violence in the Workplace.

Collective bargaining highlights

Settlement Highlights

OPSEU Local 668 CAS for the Districts of Sudbury and Manitoulin, three-year agreement

Wages: \$1.25/hr, \$.75/hr, \$.75 average 8-14 per cent increase

- LOU - Increase retirement Benefits to age 70
- Improved workload language
- Family Day
- Workplace bullying language now part of agreement and now mandatory training.

OPSEU Local 426 Services aux Enfant et Adultes de Prescott Russell (Prescott-Russell Services to Children and Adults) three-year agreement

Wages: \$ \$.68/hr; \$.18/hr plus 1 per cent; and 3 per cent including

- Signing Bonuses and Retention Bonuses
- Family Day
- NEW – ER recognition to maintain healthy and safe work environment.

OPSEU Local 665 Services a l'enfance et a la famille du Timiskaming (Timiskaming Child and Family Services) four-year agreement

Wages: 2.5 per cent; 3 per cent; 2.5per cent; 3 per cent, plus signing bonus

- Special Wage increase for Psychologist
- Family Day
- Mileage : max \$.45/km
- LOU – Retiree Benefits Plan or Benefit Conversion option..

CUPE - Local 1800 Algoma CAS three- year agreement

Wages: Two new steps on the grid - results in a 14.5 per cent to 23 per cent increase providing significant improvement towards provincial averages

- Expand health and safety language
- Workload – improved caps in all areas
- Develop Violence in the Workplace policy to be included in Collective Agreement once complete.
- Mileage – max \$.46/km.

CUPE Local 2577 Lanark CAS three-year agreement

Wages: 3 per cent, 3 per cent, 3 per cent

- Bonus for completion of professional
- Mileage: first 5000 km max \$.50/km; 5001 km + \$.47/km
- Workload Range language and ranges improved.

Travel Tips

OPSEU First Vice-/Treasurer President Patty Rout attended the All Chairs meeting and gave some tips on our expenses. At the end of the day if you have to travel more than four hours and the weather is bad, you can stay overnight on OPSEU. Send an e-mail to Patty Rout with an explanation and she will approve it. If you have child care expenses to claim, you can bring a letter from your care giver with all the details and attach it to your expense claims.

Fighting for fairness !

OACAS update

Eighteen agencies have formally complained to the Ministry under Section 14 of the Family and Children's Services Act, that they do not have the necessary funding to complete the ministry's requirements.

Because there are no specific funding dollars for after hours services, the way of providing after hours services varies across the province. There is some thought that agencies may be considering extended hours of operation from 8 a.m. to 8 p.m. Watch for this in your to come to the table in your bargaining over the next couple of years.

OACAS reported that across the province that overtime is down approximately four per cent. OPSEU did not agree with this and we debated this issue.

OACAS also indicated that statistics for intake, family service are down and children in care are down across the province. OACAS did state that crown wards are staying on ECM longer.

A financial report was given by OACAS dated Feb. 29, 2008 and they reported that before mitigation a deficit of \$54.7 million remained. Block 1,3,4 deficit after mitigation was \$11.9, Block 2 deficit after mitigation was \$9.8 million and the total deficit for the 51 member agencies after mitigation was \$21.7 million. There is no mitigation for Block 2 based on Q3's submitted to OACAS.

A point of Interest: The Report of the Pediatric Death Review Committee and Deaths under Five Committee from the office of the chief coroner Province of Ontario June 2008 is now on the OACAS website.

There is a news release on the OACAS website dated June 5, 2008 called: Youth Present Report

With Recommendations to improve the well being of Youth In Care (Emotional Support and Raising the Age of Eligibility Top Recommendations).

OMERS and the 80 Factor

Further to your request for further information on the possibility of CAS obtaining the 80 factor we inquired and found out the following: to change the rules in OMERS two-thirds of the board have to vote for the change, which means that three employer representatives must vote with the unions. OMERS currently offers a 90 Factor and to move to an 80 Factor would be very expensive.

Given the minimal surplus in the plan at the present time, a slowing economy and increased numbers of retirees, there is little desire on the employer's side to improve benefits. Similarly, there is little interest in expanding supplemental plans outside the current police and fire and sectors. Paramedics have attempted to expand this with no success to date.

Your CAS Sector Executive

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Produced by OPSEU Communications

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