



PATTERN BARGAINING NEWS

November 29, 2011

Together we are stronger

Workers call for solidarity on 6th annual Developmental Services Worker Appreciation Day

Thousands of developmental services workers across Ontario will be recognized for the important work that they do in our communities on January 19, 2012.

From teaching to caring, counselling, training and assisting with daily living needs, these multi-skilled professionals deliver key services to some of the most vulnerable people in the province.

Join us in solidarity as we celebrate everything that developmental services means to Ontario. Details to follow soon.



Kenora Association for Community Living (KACL) ratifies agreement

The KACL deal includes a one-time pay-out of \$900, and then 54 cents wage increases in 2012 and 2013. The employer dropped many of the concessions that they initially demanded.

Of the 125 staff at KACL, more than half only have part-time work. Workers are struggling with heavy workloads and difficult shifts.

Community Living London ratifies contract

In another successful round of Developmental Services bargaining, Community Living London (CLL) has ratified a new contract by a vote of 97%.

The CLL agreement closely resembles the deal reached by OPSEU Local 740, at Community Living Thunder Bay.

The following terms are included in the new contract:

- 2010** Educational stipend \$850.00 pro-rated for part-time
- 2011** Educational stipend \$850.00 pro-rated for part-time
- 2012** 2.65% wage increase for DSW II and Clinical staff
2.15% wage increase for DSW I and Part Time staff
- 2013** 2.65% wage increase for DSW II and Clinical staff
2.15% wage increase for DSW I and Part Time staff

In addition, mandatory training for part-time workers will now be paid at a full hourly rate as opposed to minimum wage.

Community Living Campbellford-Brighton

Members of OPSEU Local 316 have reached a tentative agreement after narrowly averting a strike. The agreement was reached late on Friday before a November 26 strike deadline.

Local 458 ratifies with 97% vote

Mains Ouvertes/Open Hands Inc. reached a tentative agreement late on Wednesday, November 23. In summary, the deal includes a one-time lump sum pay out for full-time and part-time staff. In addition, there is a 2.5 percent wage increase for all categories during 2012 and 2013. An additional significant gain is a two percent annual matched RRSP contribution for all full-time staff.

Workers at Open Hands previously had no pension and this was the number one concern in demand set. Workers voted 97% in favour of the deal.

Local 332 ratifies agreement

Local 332 at Community Living South Simcoe has ratified a new collective agreement. Highlights include lump sum amounts for the first year, followed by 2.5% wage increases in 2012 and 2013.

Local 473 heads for a no board

Negotiations at Madawaska Valley Association for Community Living broke down on Wednesday, November 23. The bargaining team is preparing to file for a no board.

Developmental Services build solidarity and strength

We are standing by our demands and will not back down. Negotiating agreements built on those already ratified, we are continuing to settle deals that are good for our members and

good for our communities. Creating, retaining and improving jobs is crucial to delivering quality public services for people with developmental disabilities.

Strong strike vote at Community Living Huronia

Community Living Huronia workers in Midland voted 92% in favour of a strike on Monday, November 7. Conciliation is scheduled for December 5, 2011.

Workplace violence is a big concern as staff find they do not have the support that they need, often working alone for long hours, and

handling night shifts in unsafe situations. This has contributed to a large and growing number of grievances.

Local 357 includes 180 workers from a large number of workplaces including 19 different group homes.

Local 380 files for no board

Community Living Huntsville workers have filed for a no board after conciliation broke down on Monday, November 28.

Local 380 has given their team a strong strike mandate with 75% voting in favour.

While the employer's offer so far refuses to address the issue of wage compensation, the Thunder Bay agreement has set the bar.

The bargaining team is prepared to strike to back that up!

Dozens of Developmental Services units are heading for conciliation across the province. Many of these units could be in a strike position before the end of 2011.



DS DIVISIONAL EXECUTIVE:

CHAIR Sue Walker
SECRETARY/TREASURER Scott Collins
VICE-CHAIR (2A) Erin Rice

VICE-CHAIR (2B) Silvana Cacciatore-Roy
VICE-CHAIR (2C) Beth Collier

COMMUNICATION REP. Cheryl Wing
HEALTH & SAFETY REP. Karen McKinnon