



dialogue

OPSEU HEALTH COUNCIL

June 29, 2006

A bi-weekly update on issues affecting health care in Ontario

Web sites to keep an eye on

CCAC Alignment Project

<http://www.ccacalignment.ca/>

CCAC mergers underway

From 42 to 14 by end of 2006

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The Ministry of Health claims that mergers of 42 Community Care Access Centres will be done seamlessly, with minimal impact on front line staff and patients. The reality may be a little different.

By the end of this year, 14 CCACs will emerge, aligned geographically with each of the Local Health Integration Networks (LHINs). The 42 CCACs presently operate from about 200 locations across the province. The working group states that these offices will remain open under the plan. That does not mean that the newly merged CCACs won't eventually trim the number of offices afterwards.

While head offices have been designated, the working group says that these will be little more than a site for board meetings and an office for the new executive directors.

A number of CCACs will be broken into many parts. How staff are reassigned, and service boundaries established, has yet to be determined. Staff at the Etobicoke CCAC, for example, will be scattered among four new CCACs.

Mergers will also likely lead to staff votes to choose union representation.

When workers transfer to the new CCACs, they will initially carry their contracts with them. These will be merged into new "composite agreements" until a new collective agreement covering all workers at the amalgamated CCAC is negotiated.

Seniority and service is also carried over and a merged (dovetailed) seniority list will be created. A common grievance procedure is also established right away.

The province has set up a CCAC Alignment Provincial Planning Work Group to facilitate the mergers. While the Ministry serves as a sponsor to the group, it has left the task largely to CCAC Executive Directors and Board members to carry out.

Project manager is former Deputy Minister of Health Margaret Mottershead.

Five smaller working groups have been set up within this framework to look at

- governance
- human resources
- communications
- client services and business practices
- infrastructure and funding

In addition there are 14 local steering committees.

The process of appointing boards and hiring new executive directors is already underway. The new executive directors are expected to be in place by September.

Despite the presence of a human resources working group, no labour representatives have been invited to participate.

The Ministry and representatives of the CCAC Integration Project met with health care unions in May to outline their plans. With more questions than answers, a follow-up meeting was promised.

CCAC Head Offices

LHIN: Erie St. Clair
Head Office: Chatham

LHIN: South West
Head Office: London

LHIN: Waterloo Wellington
Head Office: Kitchener

LHIN: Hamilton Niagara
Haldimand Brant
Head Office: Brantford

LHIN: Central West
Head Office: Brampton

LHIN: Mississauga Halton
Head Office: Southwest
Mississauga

LHIN: Toronto Central
Head Office: Toronto

LHIN: Central
Head Office: Newmarket

LHIN: Central East
Head Office: Whitby

LHIN: South East
Head Office: Kingston

LHIN: Champlain
Head Office: Ottawa

LHIN: North Simcoe Muskoka
Head Office: Barrie

LHIN: North East
Head Office: Sudbury

LHIN: North West
Head Office: Thunder Bay

"What surprised me is, after the meeting was over, three of them approached me to stay and discuss further with them inside views from a health care worker perspective and union member."

- Donna Hessler, Local 374, York Central Hospital, on her experience attending a regional LHIN community meeting.