

OPSEU



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news for  
OPSEU's  
CCAC members

# Information about The Public Sector Labour Relations Transition Act (PSLRTA)

# #1

## NORTH EAST CCAC EMPLOYEES

**You have a new Employer.** The amalgamation of the CCACs on Jan. 1, 2007 not only created a new corporation; it also created a situation where several bargaining units and bargaining agents overlap and/or conflict. The Public Sector Labour Relations Transition Act (PSLRTA) was passed to resolve such situations. The PSLRTA is implemented via an Ontario Labour Relations Board (OLRB) process. Ultimately, there will be changes to how employees are to be grouped for future collective bargaining and who will represent them.

This is the first of several OPSEU bulletins that will outline the PSLRTA in detail: what happens at the OLRB, what will happen in your workplace and what it means for you. **It is crucial** that you understand how you will be affected and what your rights are during the process.

On Jan. 10, the Ontario Nurses Association (ONA) filed an application with the OLRB under the Public Sector Labour Relations Transition Act PSLRTA.

The Application asks the OLRB to find that the appropriate bargaining unit structure for the North East CCAC is:

1. A Profession Unit (Registered and Graduate Nurses, Registered Practical Nurses, Case Managers, Placement Coordinators and employees performing case coordination,...save and except Managers"
2. An Office & Clerical Unit

### Current Bargaining Units (Former CCAC)

Attached is a detailed list of all of the currently held bargaining rights for each bargaining agent involved in the North East CCAC amalgamation.

### In Dispute

The Employer has proposed two bargaining units as follows:

1. A Professional Unit consisting of: "All employees of the North East CCAC employed as Registered and Graduate Nurses, Registered Practical Nurses, Case Managers, Placement Coordinators, employees performing case coordination and all paramedical employees ...."
2. An Office and Clerical Unit

The response from the North East CCAC also notes that "there is no Minister's Order or regulation under the CCAC Act amalgamating West Parry Sound CCAC with, or transferring its employees, assets or liabilities to North East CCAC". The North East CCAC submits that the OLRB should, therefore, remove the West Parry Sound CCAC from the process.

It is OPSEU's position that, in addition to the two units proposed by ONA in their Application, there should be a third bargaining unit of all "paramedical employees employed at the North East CCAC, save and except Supervisors".

We also believe that the West Parry Sound CCAC is not part of this process.

## The PSLRTA Process

The PSLRTA process began with this application to the OLRB. Each of the affected parties was given a chance to respond and set out their positions.

The OLRB has scheduled a consultation meeting on February 22, 2007. A Labour Relations Officer (LRO) will meet with the parties to set out the issues in dispute and attempt to get the parties to reach an agreement. If there is no agreement, a Vice-Chair will convene a hearing at which our legal counsel will make arguments in support of our proposal.

### In the meantime:

**OPSEU continues as your union. Your collective agreement remains in place.** OPSEU has a lot of experience with the PSLRTA process. We know that it can create a lot of uncertainty. We are here to support, assist and represent you. Please contact your steward if you have any questions.

Our next bulletin will provide details on how the OLRB process is unfolding and how a PSLRTA vote is conducted. Further information will follow to explain what happens after the vote(s).

The ***Realignment Report***, coming soon, will give you an update on other areas of the province where OPSEU members are affected and answer questions being sent in.

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