

OPSEU



SEFPO

news for
OPSEU's
CCAC members

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

#1

SOUTHWEST 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 Nov. 10, 2006 the Ontario Nurses Association (ONA) filed an application with the Ontario Labour Relations Board (OLRB) under the Public Sector Labour Relations Transition Act (PSLRTA). Each of the affected parties was given a chance to respond and set out their positions. The Employer's response was that the Application was premature because it was filed before the new CCAC was created (Jan. 1, 2007). The OLRB pre-hearing scheduled for Dec. 22, 2006 was postponed and the parties were asked to file written submissions.

Current Bargaining Units (Former CCAC)

OPSEU represents a bargaining unit of Registered Nurses, Case Managers and Placement Coordinators (Elgin), and an Office & Clerical Unit (Grey-Bruce).

ONA currently represents Case Managers, Registered Nurses and Placement Coordinators

(Perth and London-Middlesex). They also have a unit with Registered Nurses, Case Managers and Education Facilitators (Oxford); a unit with Case Managers and Registered Nurses (Huron) and units of Case Managers (Grey-Bruce and Huron).

The Canadian Union of Public Employees (CUPE) represents Office and Clerical employees (London-Middlesex, Oxford, Huron, Perth, and Elgin).

In addition, two employees are coming from the former Haldimand CCAC: a Case Manager (currently ONA) and an office and clerical employee (CUPE).

In Dispute

ONA's application proposes two bargaining units for the South West CCAC:

1. A Professional Unit
2. An Office & Clerical Unit

The employer and CUPE agree, although the exact wording of the scope clauses is yet to be discussed.

OPSEU's position is that two bargaining units are appropriate only if the scope clauses exclude Paramedical employees.

In their Application, ONA also asked the OLRB to order that a vote be held to determine bargaining rights, specifically:

1. For the Professional Unit: between ONA and OPSEU
2. For the Office and Clerical Unit: between CUPE and OPSEU

The PSLRTA Process

The OLRB will confirm a meeting with a Labour Relations Officer (LRO) at which the issues in dispute will be discussed.

Failing agreement of the parties, a Vice Chair will conduct a hearing, hear legal arguments and issue a decision.

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. **Information will be sent to each member. Make sure your contact information is accurate.**

Your Local Contacts

Grey-Bruce CCAC

Ginny Hardy
virgin.hardy@bmts.com

Alison Blackwell
allisonblackwell@bellnet.ca
(519) 371-2112 (w)
(519) 934-2482 (h)
alisonblackwell@bellnet.ca

Elgin County CCAC – Local 158

Peggy Gillespie
peggy.gillespie@elgin.ccac-ont.ca
(519) 660-9031 (c)
(519) 631-9907 (w)
(519) 633-5176 (h)

Shirley Vanleeuwen
(519) 631-2020 ext. 2406
(519) 631-4947 (h)

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.

***Got questions? Please contact
OPSEU's Organizing Unit:***

Toll-Free: 1-888-990-9008
Phone: (905) 712-2779
Fax: (905) 712-2916
www.opseu.org

Your Organizers

Ed Ogibowski (416) 788-9237 (eogibowski@opseu.org)
Connie Huziak (416) 788-9245 (chuziak@opseu.org)

Or call:

Lois Boggs, Chair, Sector 17
(905) 317-6678 or 416-557-2853 (lboggs@opseu.org)