

**OPSEU
Hospital Professionals Division**

REPORT

**of the Demand Set Meeting
held May 1-2, 2004**

June 2, 2004

This round is as critical as the last

The Demand Set Meeting has provided a solid foundation for bargaining improvements to our Central Language. This promises to be as critical a round as last, as delegates from both participating and non-participating units delivered a strong message to the team to strengthen Central Bargaining and deal with the problems of staff shortages and workload.

Central Bargaining Team

The following members were elected to form the Central Bargaining Team:

Bryan Mitchell	Local 570	(Mt. Sinai Hospital)
Keith Olimb	Local 715	(Thunder Bay Regional)
Boris Prus	Local 141	(Huron Perth Healthcare Alliance)
Bob Reid	Local 106	(London Health Sciences Centre)
Leslie Sanders	Local 348	(Lakeridge Health Corporation)
Marion Savory	Local 366	(Huntsville District Memorial Hospital)
Yves Shank	Local 659	(Sudbury Regional Hospital)
Len Fligg	1st Alternate	Local 347 (Collingwood General and Marine Hospital)
Margaret Rafter	2 nd Alternate	Local 620 (Sault Area Hospitals)
Rhonda Watt	3 rd Alternate	Local 311 (Rouge Valley Health System)

Bargaining Team At Work

The team met May 17-20 for Bargaining Team Training and to begin the work of reviewing the demands and identifying information requirements associated with the demands. The team will continue to work with the negotiator via e-mail and conference calls to prepare the demands for tabling. The team elected Yves Shank as Chair and Bob Reid as Vice-Chair.

Bargaining Dates

OPSEU and the OHA have determined the following bargaining dates:

July 13-14: Negotiate the Memorandum of Conditions document

August 16-20, September 13-15 and October 18-22: Central Negotiations

Province-wide Negotiations

Considerable discussion took place at the demand set meeting about central bargaining and the concept of province-wide negotiations. The overwhelming consensus of the delegates and observers is that the goal of this round of negotiations is to achieve the highest province-wide standards possible. A strengthened Central process is imperative to this goal, as is better information sharing and coordination between the central table and the bargaining units that remain outside of the central process.

Delegates voted on key demands with a view to strengthening the Central process and eliminating barriers to participation. These include the priority demand on protecting superior conditions as well as tabling superior provisions in a concerted effort to improve the central language.

Members voiced support for the concept of developing a process that “looks like Central, walks like Central.” A motion was passed expressing support for holding a Provincial Demand Set meeting next round, where delegates from all hospitals, participating or not would be able to vote on the demands. Discussion pointed out that a truly provincial process would also involve moving our contracts to the same term, as well as - beginning in this round - better coordination and information-sharing.

The HPD Executive will have further discussion and consultation on revising our bargaining procedures towards establishing an inclusive, province-wide process.

Delegates from some of the non-participating units voiced frustration at being outside central because their employers refused to join; others were frustrated that although their employers want to join, they refuse to protect the superior collective agreement provisions. There was general agreement that additional efforts should be made to educate and convince employers to join and to protect superior conditions.

Plan for This Round

To support the goal of strengthening the Central bargaining process, the HPD Executive and the Central team request that bargaining units that are outside of Central in this round wait until Central has tabled, before they go to the table. Bargaining Units outside of Central are also encouraged to incorporate the Central demands in the demands they table.

Demands Focus on Key Issues in Our Workplaces

Strengthen the Central process and language by protecting superior provisions and by negotiating superior provisions into the Central language.

Staff shortages, workload and appropriate classification and remuneration continue to be key issues in our workplace. Members in our professions are still strapped with high amounts of overtime and call back, being told to work quicker and spend less time with their patients. A broad set of demands was passed to tackle these issues, with wages continuing to be at the top of the list. The overwhelming sentiment is that the staff shortage problem will not be fixed until our wages are fixed. And related to this is the need for a wage grid that better recognizes our professionals for their duties and responsibilities. Also on the compensation front, a better benefits plan is also important, to address real needs and to attract and retain staff.

Strengthened job security language and improved processes around grievance handling and job posting language were also identified as being important areas of improvement.

Fairness issues also figure prominently in our workplaces. Delegates passed demands that deal with harassment, modified work, better conditions for part-time employees, pregnancy and parental leave, and other issues.

Communication and Mobilizing keys to our success

Communication

Ongoing two-way communication is extremely important. The team is committed to keeping members informed as best it can.

All bargaining units are reminded to fill out the Bargaining Contact Forms distributed at the meeting and FAX it to the attention of Agnela Pereira (416-448-7451). This will help ensure that the team is able to get all the information it needs throughout bargaining.

Authorized by:



Leah Casselman, President

Mobilizing

Building our profile within the workplace and within our communities is critical for our success in this round. Our poster series is a good basis to start from – contact Barb Linds (1-800-268-7376, ext 203) for more and to discuss ideas on using them. Barb will also be meeting soon with the Mobilizing Committee to work on an overall mobilizing plan.
