



opseu

and hospital professionals

www.hospitalprofessionals.org



proudly
professional



opseu

the union advantage



**Unions help
you put your
patients
first...**

**and OPSEU
is best at
representing
allied hospital
professionals**



You are a professional; committed to your patients, perhaps regulated by a College. You may wonder if you really need a union. We believe you do.

Under the Hospital Labour Disputes Arbitration Act, unionized hospital professionals do not have the legal right to strike.*

When you bring a union to your workplace, you earn **important new rights** under the Labour Relations Act.

A union in your workplace means control over your working conditions and wages, and enhanced legal rights.

OPSEU knows best how to represent hospital professionals. We can get a better wage deal for you – not just the pay your hospital decides you will get.

As a union member you will have:

- ▲ The right to join central bargaining, if your bargaining unit and employer agree to it;
- ▲ Professionals to negotiate on your behalf, along with a member-driven bargaining team;
- ▲ Representation in professional college complaints;
- ▲ The right to grievance arbitration.



* Though OPSEU will fully support our members in all activities aimed at improving their contract.



opsen
strong
there
for you
responsive
online 24 hrs

the OPSEU advantage

you are the union

OPSEU is made up of individuals just like you. By working together, union members achieve workplace rights and lobby for laws that improve their lives – at work, at play, in the community. OPSEU offers training for local leaders, and backs that up with full-time staff who support the work of union locals.

strength and representation

As an OPSEU member, you don't have to deal with your employer alone. Within your local, you have the support of co-workers and the stewards you elect, who are legally empowered to deal with your employer. OPSEU provides professional negotiators, grievance officers, and experts on pensions and benefits, health and safety, workers' compensation, job security, legal and other issues. For allied hospital professionals, OPSEU is the only union that can bargain centrally with the hospitals and the OHA. We set the standards; the rest follow.

democracy

OPSEU is a member-driven union. Each local elects its own stewards and leaders and sets its own bargaining demands. Through your delegates to annual conventions, you set OPSEU's policy and directions. Through your sector, the autonomous 13,000-member Hospital Professionals Division, you can participate democratically in province-wide activities to support your professions.

For about the price of
a cup of coffee a day,
you get the strength
and resources
of OPSEU at work.



OPSEU's union dues are among the lowest

OPSEU dues are set by the annual convention at 1.375 per cent of pay – among the lowest union rates in Canada. And union dues are tax-deductible.

Dues buy services and cover your expenses

Your union dues cover the services of the union's professional staff, including central bargaining, preparation of the arbitration brief, and legal advice. They pay for resolving disputes through grievances, training local leadership, our network of regional offices, and more. They also cover your expenses when you take part in union activities at the local, provincial and national level.

OPSEU and you: a proud tradition

In the early 1970s, the hospital workplace was changing. Labs were run like assembly lines, blood banks were cramped. There was no career advancement, high turnover, low morale, and low wages. Above all, no respect. To meet these challenges, professionals looked to OPSEU.

In 1976, the Ontario Labour Relations Board ruled that all "paramedical" staff were to be organized in bargaining units.

These were made up of technologists, respiratory therapists, technicians, physiotherapists, occupational therapists, pharmacists, speech pathologists, social workers and other professions.

Since 1996, hospital restructuring has allowed the union to grow rapidly. Workers chose to join unions to protect them from the uncertainty of mergers.

In 1999, the Association of Allied Health Professionals: Ontario (AAHP:O) with its 2,500 members merged with OPSEU. This merger led to the creation of the new Hospital Professionals Division (HPD).

Today, the HPD represents allied professionals in more than 70 public hospitals. Regulated professionals form the majority of its 13,000 members.

Together, OPSEU represents about 40,000 health care workers across the province.

A division for allied hospital professionals

The Hospital Professionals Division exists to provide a strong voice for health care professionals. The HPD is one of the largest and highest profile sectors of OPSEU. It has its own executive dedicated to assisting members to achieve the best collective agreements, and raising the profile of the professions.

What is central bargaining?

OPSEU is the only union that bargains province-wide for hospital “paramed” professionals. “Central Bargaining” for Hospital Professionals has existed since the 1970s.

HPD bargaining units may negotiate directly with their own hospital, or as part of a province-wide or “central” group, with the Ontario Hospital Association.

value

No hidden costs

Members set the rate for union dues and approve their own budgets at OPSEU annual conventions. OPSEU's financial statements and approved budgets are a matter of public record. What you see is what you get.

Equal services

All OPSEU members are entitled to the same level of service. The size of your workplace doesn't matter. No matter how big or small the issue, you will always get the support you need.

Local dues rebate

In addition to the resources provided by the central union, each local receives a quarterly rebate on dues collected from its own members. You decide what to do with your own local's rebate.

No dues until you get a contract

When you join OPSEU during an initial organizing drive, you pay no dues until your first collective agreement is ratified by the members.

| | | |
|---|---|---|
| opseu gives you better value | With OPSEU you get more: | |
| | job security | health, and safety expertise |
| | professional representation | educational opportunities |
| | communications to support bargaining | group savings opportunities |
| | pension and benefits advice | professional and public policy influence |



Union members have legal protection

Union members gain important rights under the Ontario Labour Relations Act that non-union workers don't have. This Act provides additional rights that apply to you when you exercise your right to join a union.

We have broad experience representing members facing Regulatory College complaints arising from employment. This protection is a membership benefit.

Once staff at your workplace sign union cards and OPSEU files for a union certification vote, your employer cannot legally change your wages or working conditions without consulting your union. Everyone is protected.



You gain the support

a powerful team

Member

Shop Steward

Local President

Staff Representative

Organizing Representative

Contract Negotiator

Pension and Benefits Expert

Grievance Officer

**Workers' compensation
advocate**

Health & safety consultant

Job Security specialist

Communications specialist

Researchers

As an OPSEU member, you will have an elected union steward in your workplace, and other local leaders who are members like you.

at work

your



you need to have a quality work life

A professional OPSEU staff representative based in a nearby Regional Office will work closely with your local. And you have access to expert representation

and advice on contract negotiations, grievances, pensions and benefits, workers' compensation, health and safety, job security and more.

local

your region

head office

OPSEU
Member



opseu

and you

A powerful team

Time proven union problem-solving tools

- ▲ Workplace dispute representation and resolution
- ▲ Empowered Employer-Employee Relations Committee/Labour-Management Committee
- ▲ Grievance process and arbitration
- ▲ Regulatory and Professional College representation
- ▲ Collective bargaining
- ▲ Joint Health and Safety Committee

justice

You are guaranteed professional advice and representation when your personal or workplace issues go to third-party arbitration for a resolution





opseu

We're Ontario's union



We know your community

OPSEU members live and work in your community, in every corner of our province. OPSEU is uniquely qualified to be your union because we know your community, your workplace, your profession and the real situations you face every day. OPSEU has Regional Offices and Membership Centres in dozens of Ontario towns and cities.





Our OPSEU local is pretty independent, but we get support from OPSEU whenever we need it. And OPSEU covers our expenses.



OPSEU's more democratic. We elect our own bargaining team and set our own bargaining demands. And we get resources to make those decisions.



Our unit is one of the smallest in the union, but we get the same level of service as the big guys. We get really fast turnaround and a good response to our issues.



I get a say in how OPSEU works. As a member, I get a vote and can run for union office. And there are women at the top in this union!



If we don't like OPSEU's union rules we can change them. When I was a delegate to the annual Convention, we got a decision I supported passed. It's now binding on the whole union.



**OPSEU:
proudly
professional**



We needed central bargaining because to improve working conditions, so we could continue to recruit and retain experienced hospital professionals.



I've never been in a union before, and I had some doubts. Then OPSEU represented me and I won my grievance at arbitration. I couldn't have done it without the union.



 **opseu**
and you

A powerful team



opseu

www.hospitalprofessionals.org



Leah Casselman speaks to media about shortages in hospitals.

OPSEU has a proud tradition of representing Hospital Professionals



We know about the shortages, the overwork, and the lack of respect you face every day at work. We understand your professional responsibilities.

We have set the standard for wages and working conditions, and for respect, in hospitals across Ontario.

OPSEU is working hard to bring salaries into line to stop the exodus of professionals.

By working together and bargaining centrally, we can continue to improve working conditions and wages for our members.

– **Leah Casselman, OPSEU President**



Contact us today – it's confidential

PHONE:

1-800-268-7376, ext. 8360

FAX: 416-443-0180

EMAIL: opseu@opseu.org

www.hospitalprofessionals.org