

**OPSEU**



**SEFPO**

# **Hospital Professionals At the Table**

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## **No deal – preparing for arbitration**

After intensive negotiations throughout March 21, 22 and 23 your bargaining team was unable to reach a deal with the Ontario Hospital Association (OHA) and the participating hospitals. Both sides worked extremely hard, but it simply was not possible to come up with a settlement that reached both parties' needs. We are preparing for interest arbitration, scheduled for May 18, 19 and 20.

### **Not enough money**

Our primary objective in this round has been to negotiate the significant changes needed to address the severe staff shortages and workload issues that our members face on the job – in particular, solid pay increases, a fair classification system and better working conditions.

The key impediment to a deal is the clamp of financial restraint that has been put on our negotiations, presumably by the Ontario government. This, together with the hospitals' narrow mandate meant the hospitals' offer for a general wage increase

remained below 3 per cent in each year. Their proposed "retention allowance"- a bonus that was not rolled into the wage rate - did not change the fact that they were offering less in terms of wage increases than what other settlements in our sector have achieved.

The approximately 5,000 members in the centrally participating bargaining units need and deserve better than what the hospitals offered. We have to be at the forefront in making the gains that are needed, otherwise we risk losing central bargaining.

### **Classification system**

We also tried to negotiate a job evaluation exercise that would ensure that hospital professionals are properly classified, but were unable to resolve differences around timing, pay equity and confidentiality. Reclassifying any classifications without doing a job evaluation was also soundly rejected.

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# No deal (from page 1)

## No balance

Wages and reclassifications were key issues, but not the only areas where we were apart. The slim financial package the hospitals offered would have required that we give up any and all improvements in job security, superior conditions, early retirement benefits, call back, modified work and other areas. Their offer was not good enough for us to make this trade.



## We Need Your Support

“Your team and your union have worked hard to get hospital professionals the recognition we deserve,” said OPSEU President Leah Casselman.

“Although we are moving to another stage in the process, we continue to need your support. Remember, it was your actions in the past that produced results.” Stay tuned for more information.

### Your HPD Central Bargaining Team

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