

CAMH Negotiations News



Bargaining information for CAMH employees

November 1, 2005

Team negotiates tentative settlement: recommends yes vote

Wage increase with full retroactivity, better job security and time off

Your strong support for your bargaining team's efforts at the table has paid off.

Your mobilizing — and eleven difficult days and nights at the table — have produced a tentative agreement that gives you much of what you asked for in a new contract. In no round does the membership gain everything they want, but in this round the team was able to satisfy the majority of your demands.

Negotiating an agreement at the table gives you control. An arbitrated settlement is always full of uncertainty.

This is a solid three-year collective agreement taking us through the first phase of CAMH's restructuring plans. In ratifying this agreement, we will position ourselves for progress in next round of

bargaining.

The contract, effective April 1, 2005, and expiring March 31, 2007 protects CAMH employees from privatization, and provides a solid, competitive wage increase.

Wages

Improved wage increase

The offer would increase all rates by:

- 3 per cent retroactive to April 1, 2005.
- 3 per cent effective April 1, 2006.
- 3 per cent effective April 1, 2007.

This compares very well with recent public sector wage settlements and is in line with the two years in the Beck Award (OPSEU hospital professionals central agreement.) If cost of living exceeds 4.25 per cent in 2006, there is a wage re-opener.

See pages 2 & 3 for details on the tentative deal.

You asked for it— you got it!

General wage increase
Wage re-opener (COLA)
Job Classification system
Workload language
Job Security improvements
Improved short-term sick leave

Accurate job descriptions
Employment equity
Contracting out language
Vacation improvements
Better sick time

The tentative deal

Ratification vote Nov. 8-9

Dates, times and locations for the ratification vote are as follows:

Tuesday, November 8, 2005

Session 1: Samuel Malcolmson Theatre, Queen St. site
8:00 - 8:15 AM - Presentation
8:15 - 8:30 AM - Q&A
8:30 - 10:00 AM - Voting

Session 2: Samuel Malcolmson Theatre, Queen St. site
10:00 - 10:15 AM - Presentation
10:15 - 10:30 AM - Q&A
10:30 - 12:00 noon - Voting

Session 3: Main Lounge (Room 2C), Brentcliffe Road/
Donwood site
1:00 - 1:15 PM - Presentation
1:15 - 1:30 PM - Q&A
1:30 - 3:00 PM - Voting

Session 4: Main Lounge (Room 2C), Brentcliffe Road/
Donwood site
3:00 - 3:15 PM - Presentation
3:15 - 3:30 PM - Q&A
3:30 - 5:00 PM - Voting

Wednesday, November 9, 2005

Session 5: Aldwin Stokes (Clarke) Auditorium, College
St/Clarke and Russell St/ARF sites
9:00 - 9:15 AM - Presentation
9:15 - 9:30 AM - Q&A
9:30 - 11:00 AM - Voting

Session 6: Aldwin Stokes (Clarke) Auditorium, College
St/Clarke and Russell St/ARF sites
11:00 - 11:15 AM - Presentation
11:15 - 11:30 AM - Q&A
11:30 - 1:00 PM - Voting

Session 7: Training Rooms A & B, Queen St. site
1:30 - 1:45 PM - Presentation
1:45 - 2:00 PM - Q&A
2:00 - 3:30 PM - Voting

Session 8: Training Rooms A & B, Queen St. site
3:30 - 3:45 PM - Presentation
3:45 - 4:00 PM - Q&A
4:00 - 5:30 PM - Voting

Job Security issues

Our most pressing need in this round was to defend our members against the effects of privatization.

Members recognized that putting strong protections in our contract is the best way to deter the employer from going further down the road of privatization. We continue to fight the employer's plans for a privately-financed (P3) facility. To protect your jobs and to make it cost-prohibitive to the employer to lay you off, your team negotiated a voluntary exit option, available to all members, on a seniority basis, and increase your severance payment, in case of layoff, by four weeks.

Shift premium

The shift premium for evening shift will be \$1.10 per hour and for night shift \$1.35 per hour. The weekend shift premium will be \$ 1.45 per hour.

Transportation allowance

Employees will be reimbursed at the rate of .40 cents per kilometer when an employee is working.

Local time off

This is a huge local. Running it takes time and is a huge responsibility. From meetings with members and management at CAMH, union officials, to taking our stories to the streets and the politicians' offices, it takes time and energy to run Local 500. That's why one of the things your team negotiated was a full-time bookoff for the Local Union President or a designate.

That way, we have someone working on our issues at CAMH full-time, and year-round.

The tentative deal

Benefits

The benefit package includes changes to bring CAMH in line with the central Beck Award. These changes are “revenue neutral” meaning they will not alter the total wages and benefits package to CAMH staff. On the contrary, they will give you more choice and flexibility with how to spend your compensation package.

- Benefits move from 90-10 to 75-25.

In return for this, the employer agrees to:

- An extra day off, and
- A \$200 recognition allowance to each employee starting Dec. 2006.

The benefit split is reflected on April 1, 2006. Only those employees currently receiving insured benefits are eligible for the \$200 each December.

Other items

Your solidarity forced the employer to back down on other major concessions. As a result we:

- Maintained contracting out language;
- Obtained language on classification grievances;
- Recognition for training for the grievance committee and a new process for handling grievances;
- Language on workload issues ;
- Family leave (unpaid)

- Increased vacation, for long-term service employees;
- Increase in sick days, and the ability to utilize the sick bank;
- And many more items which enhance our collective agreement.

Best deal available

Neither the employer, nor the union team, wanted to go to arbitration this round. We believe this contract was the best available from this employer. We wholeheartedly recommend it to you for ratification.

Your bargaining team:

Kim Mullens
Nancy Pridham
Bernard King
Deborah Barnes Drummond
Anna Giallonardo
Joan Foote
Linda Wagner

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For more information, call 1-866-811-7274

Authorized for distribution by Bernard King, Chair, Bargaining team

