



Vote for OPSEU on Thursday, June 13

Comparison of the two contracts

OPSEU

Representation

- All members of the executive and local are from TCHC. Two seats are currently open on the executive. All members in the new local will be eligible to run for them.
- Will re-open elections for our bargaining team for the Professional, Office and Clerical unit.
- All TCHC members have a chance to be on the team.
- Will welcome all CUPE stewards into our steward body.

City employees or separate bargaining unit

- The terms of the TCHC make it clear that it's the employer, not the city. Legal counsel has advised us that the Labour Board will likely rule that TCHC staff will have their own, separate bargaining unit.
- TCHC staff will not be able to bump into the city bargaining unit. Neither will city workers bump our staff out of their jobs.
- A question for CUPE: if you are successful at the Labour Board and TCHC staff are folded into the city bargaining unit, could they be on strike, along with other city workers by the end of June?

Job Security

- Contract was negotiated with MTHC.
- Redeployment through extensive bumping within the corporation.
- Six months notice of lay-offs.
- If redeployed to a lower-paying job, employee stays with and gets to progress through higher-paying grid in perpetuity.
- If the employee is not qualified to bump into any job, can be temporarily placed and given 25 training days, after which time, assuming qualification, the placement will be permanent.
- Greater flexibility in recall options.

CUPE

Representation

- Says it will absorb all OPSEU stewards and will add one position to its 14-member executive for TCHC staff.
- The 500 TCHC members would be outnumbered by 20,000 members, most them city workers.

City employees or separate bargaining unit

- Its members have not been able to access jobs in the city since Jan. 1. Postings of city jobs to TCHC employees clearly state they are considered outside applicants.
- Wants the Labour Board to rule that TCHC staff should be part of the city bargaining unit.
- CUPE 79 is now in conciliation with the city. Has requested a "no-board report", which would put it in a legal strike position June 25.

Job Security

- Contract was negotiated with the City of Toronto.
- Redeployment through extensive bumping within the city. This provision will not apply in the future, because the Labour Board will likely rule that TCHC staff will be a separate bargaining unit.
- 30 days notice of lay-off.
- If bumped to lower grid, the contract freezes grid increment and places employee on lower grid after 35 months.

OPSEU

Job Security con't

- Has a Voluntary Exit Option to entice senior staff to leave, thereby opening up jobs to more junior staff.
- Upon recall, employees re-enter grid at a point recognizing their years of service.
- In all rounds of downsizing, reorganization, and contracting-out at MTHA/MTHC, OPSEU ensured no permanent employees were laid off. Some examples are the re-organization in 1996, last year's roll-out of Enhanced Communities and the contracting-out at Security Services.

OPSEU Pension Trust

- No guarantee that you will keep entitlements from the OPT, including access to Factor 80, Factor 60/20 and medical benefits upon retirement if you're no longer an OPSEU member.

Sick leave

- Operates on an "insurance model": full salary for the first six days and 75 per cent of salary for an additional 124 working days, each calendar year.
- This combination provides the best protection for people who have long-term illnesses.

Pregnancy/parental leave

- 93 per cent of salary for the duration of leave, including the first two weeks.

Seniority

- Will recognize your seniority, regarding **all** rights under the collective agreement, including bumping and layoffs. Will dovetail CUPE seniority dates with our existing OPSEU list.

CUPE

Job Security con't

- No Voluntary Exit Option.
- No recall provision that allows employees to re-enter the grid at a point recognizing their years of service.
- 10-year employees are protected through a letter of intent from job loss as a result of contracting-out. They are not protected from job loss due to downsizing or technological change.
- Letter of intent expires when contract expires. would have to be renegotiated.

OPSEU Pension Trust

- Not involved.

Sick leave

- Has a sick leave bank of 18 days at 100 per cent of pay that you can carry over each year.

Pregnancy/parental leave

- 75 per cent for the duration of the leave. No pay for the first two weeks.

Seniority

- According to its flyer, will recognize seniority for job postings and vacation. Does **not** say will recognize seniority for purposes of bumping and layoffs.
- Erroneously says seniority recognition is required by law. It is not. It is up to the union that wins.
- CUPE has a spotty record on granting seniority rights to new members.

OPSEU

Grievances

- You control whether your grievance goes forward, as is your specially protected right under the OPSEU constitution.

Security Services

- Has a collective agreement specific to Security.
- Contract staff have benefits.
- Has won significant grievances including the conversion of 35 contract staff to permanent staff in 1999.

Bargaining experience

- 30 years experience bargaining on behalf of MTHA/MTHC.
- When MTHA was downloaded in 2001, the employer voluntarily recognized OPSEU's collective agreement.
- We have a history of taking on the employer and winning, such as the Security strike in 1999 in which we won benefits for contract staff.
- The key to being successful in bargaining is your bargaining power. And that comes from the support your members show the bargaining team in the workplace. It's not about personalities.
- The union that wins the representation vote will have to bargain a new collective agreement with TCHC.** It is irresponsible for either union to make guarantees about what will be in it. We already know it will be a set of tough negotiations, just as CUPE right now is in tough negotiations with the City of Toronto.
- The key thing is to go in with our eyes open, ready for the struggle ahead.** We're committed to negotiating at the bargaining table and mobilizing in the workplace for the best contract possible.

CUPE

Grievances

- Grievance committee determines whether grievances go ahead.

Security Services

- No provisions in the collective agreement for Security. It has two Fire Safety Officers.
- No benefits for contract staff.

Bargaining experience

- Has experience bargaining with Harold Ball, formerly with the city, now with the TCHC.
- Has bargained on behalf of its former CityHome and MTHCL members as part of its 18,000 member bargaining unit of "inside workers" at the city.
- Now in conciliation with the city. Has requested a "no-board report" which would put it in a legal strike position June 25.

For more information

If you have questions about the vote, call one of your OPSEU representatives listed below or visit us at: <http://www.opseu.org/campaign/tchc.htm>.

Your OPSEU 592 representatives:

Professional, Office, and Clerical Unit

Patricia Lee-Quai: 647-227-0761

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Security Unit

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