

Developmental Services Sector Coordinating Committee

Coordinated Bargaining Survey 2013

CUPE Research

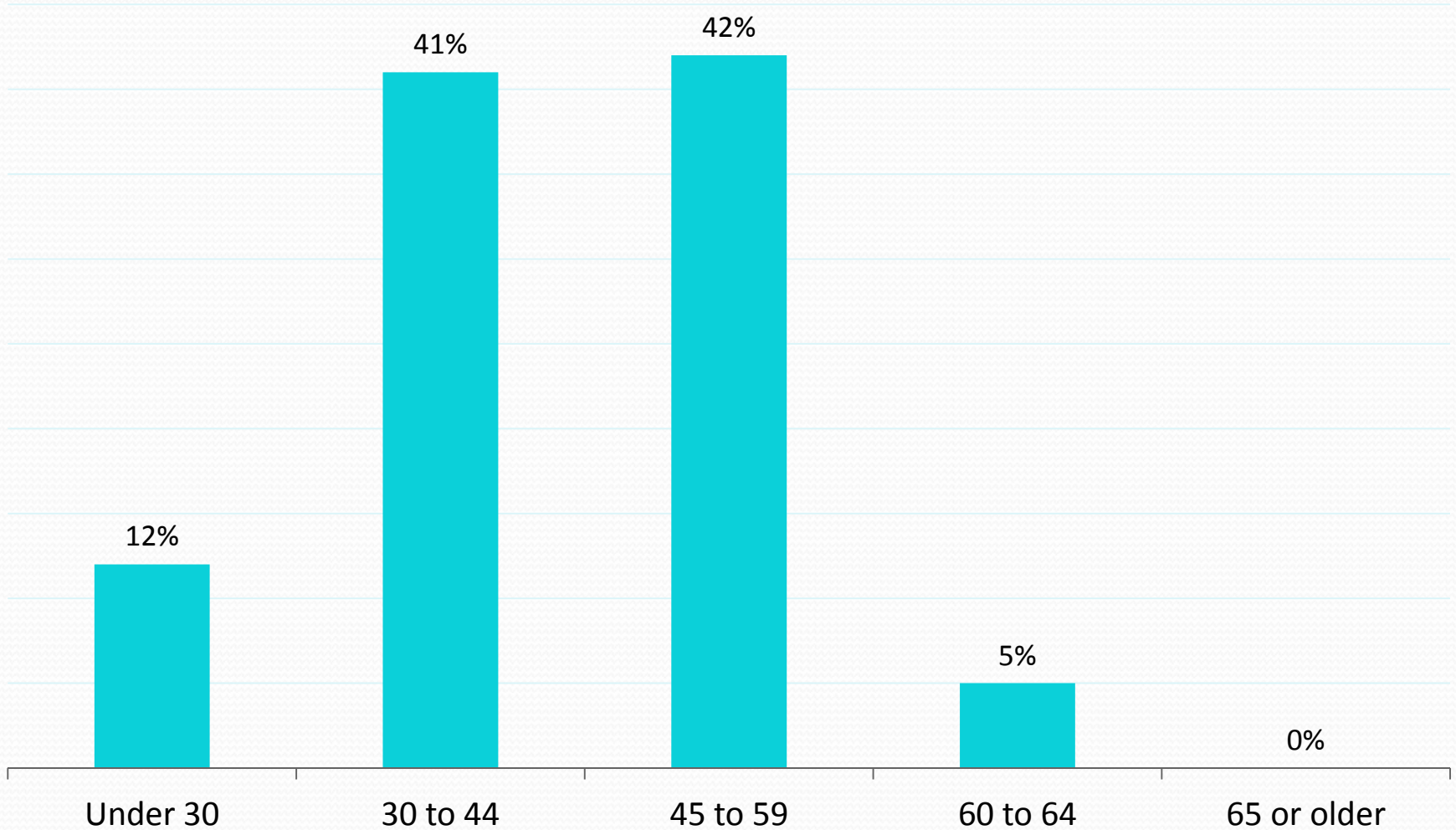
September 28, 2013

Data Presentation

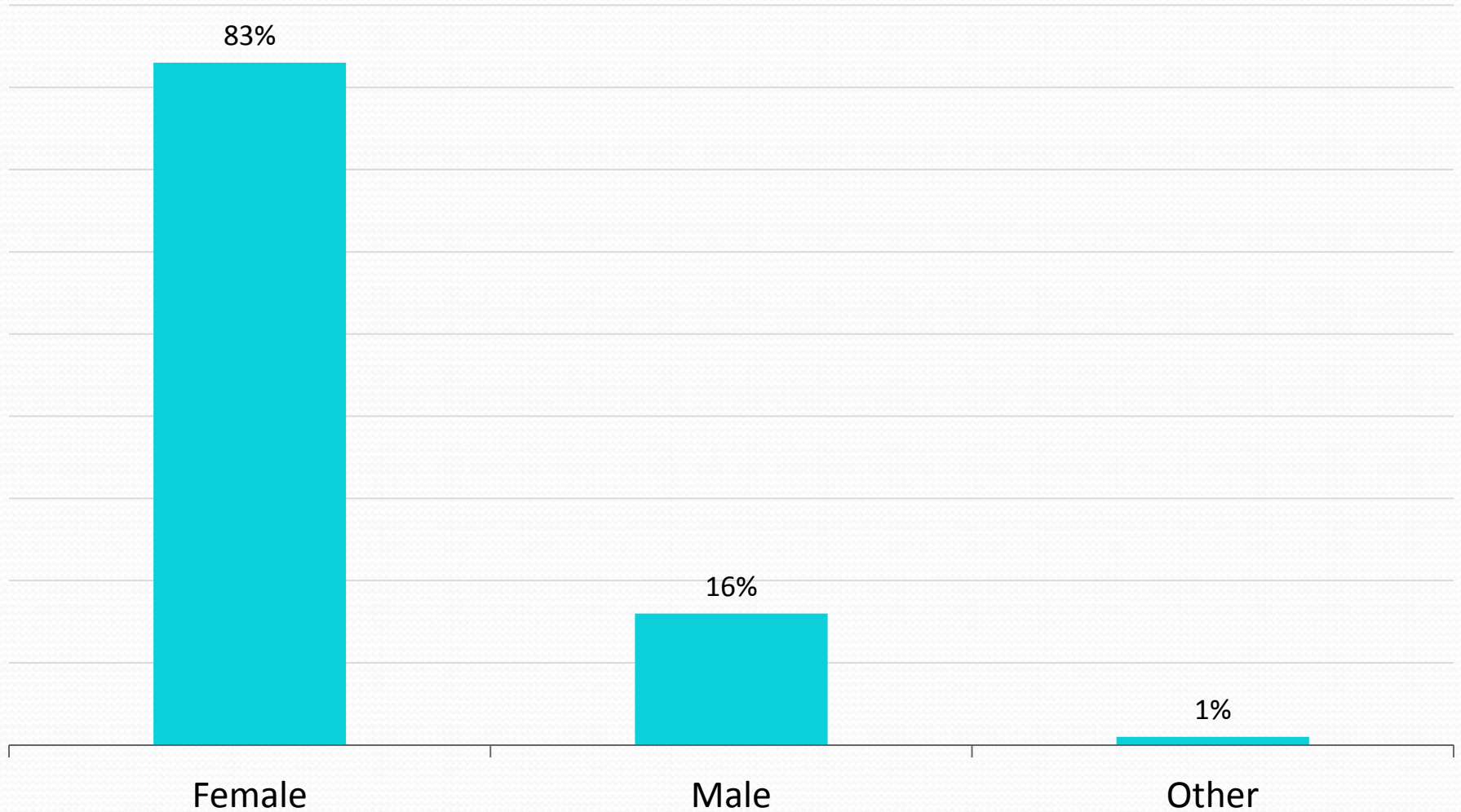
How are the data organized?



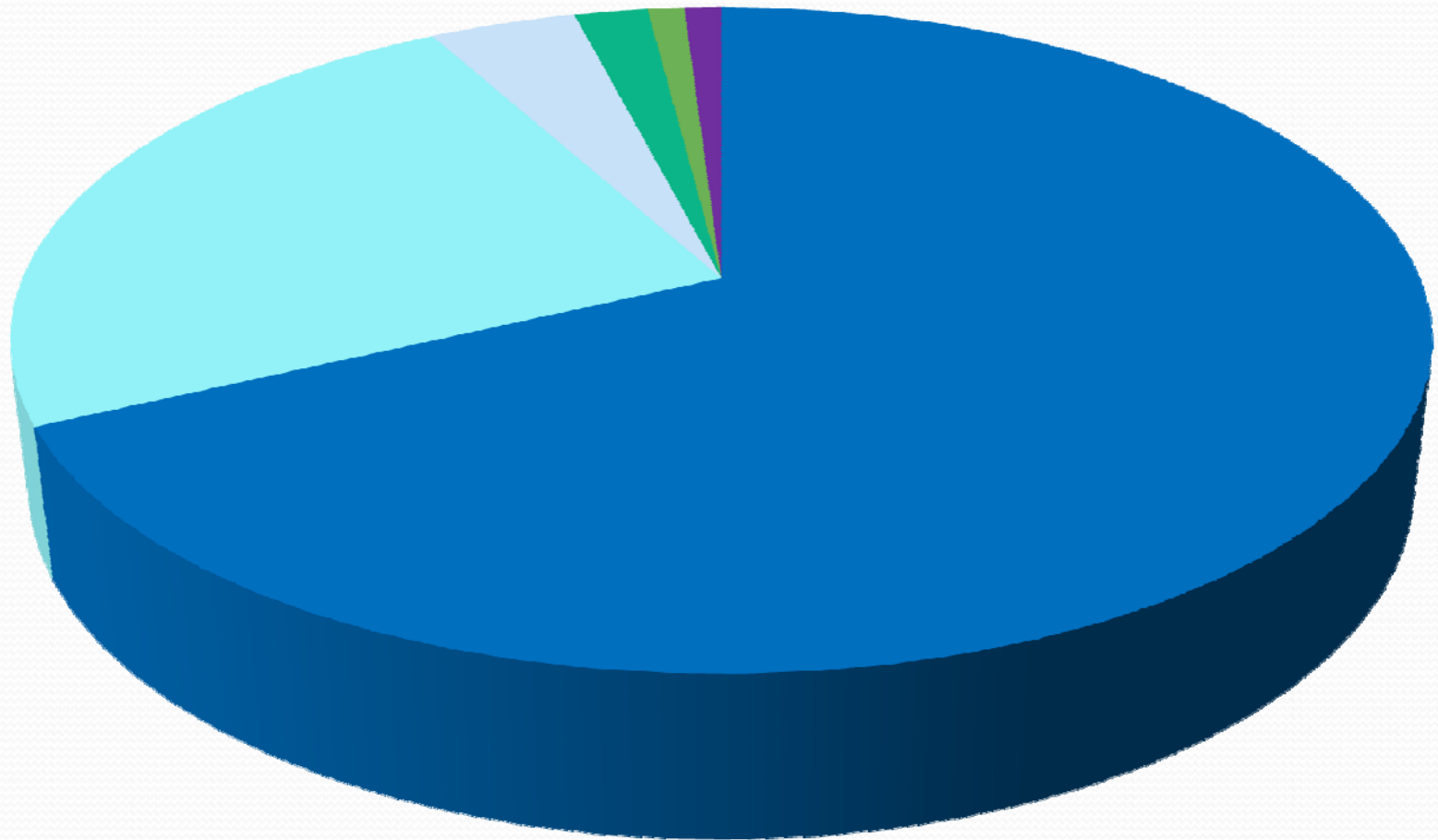
What is your Age group?



I describe myself as:

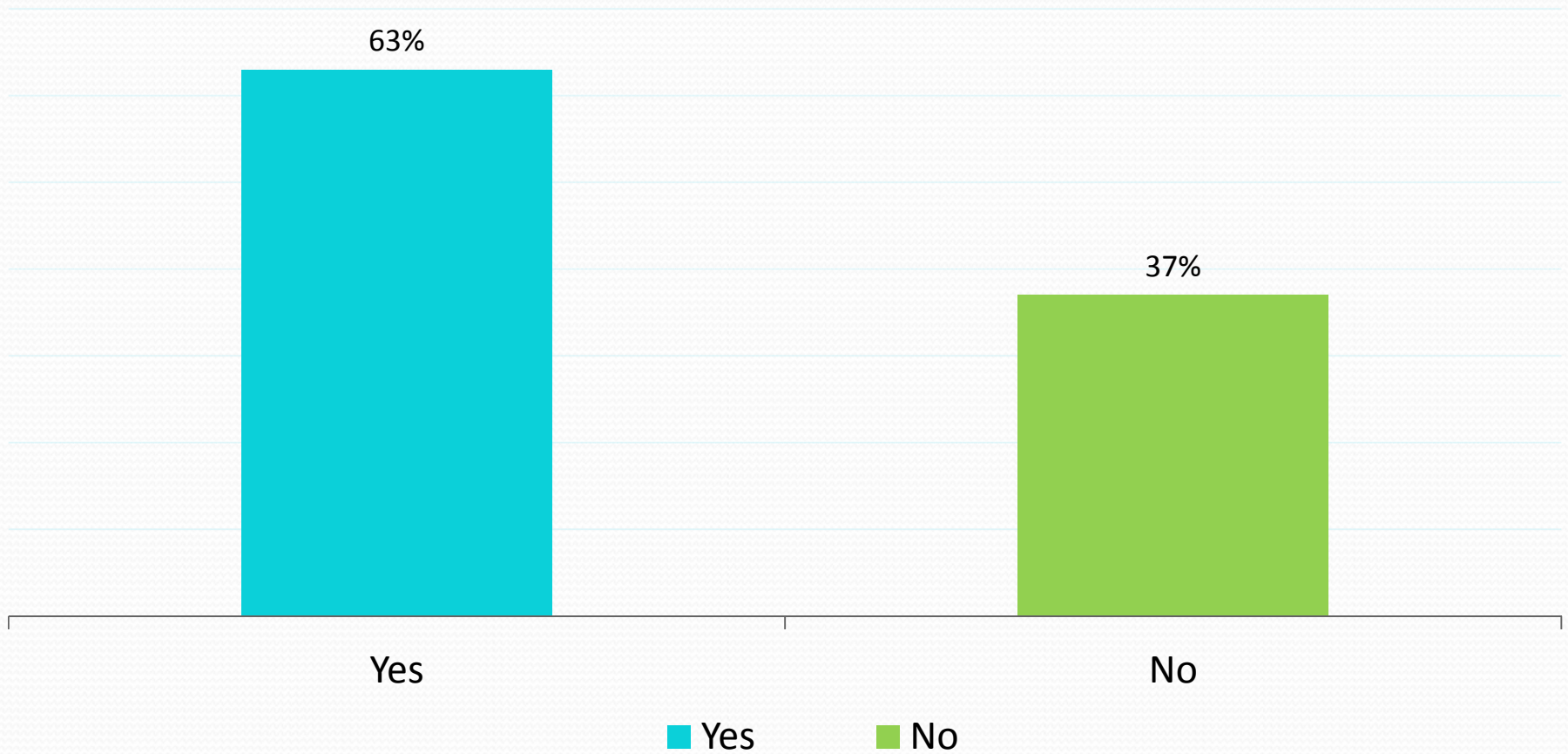


Employment Status

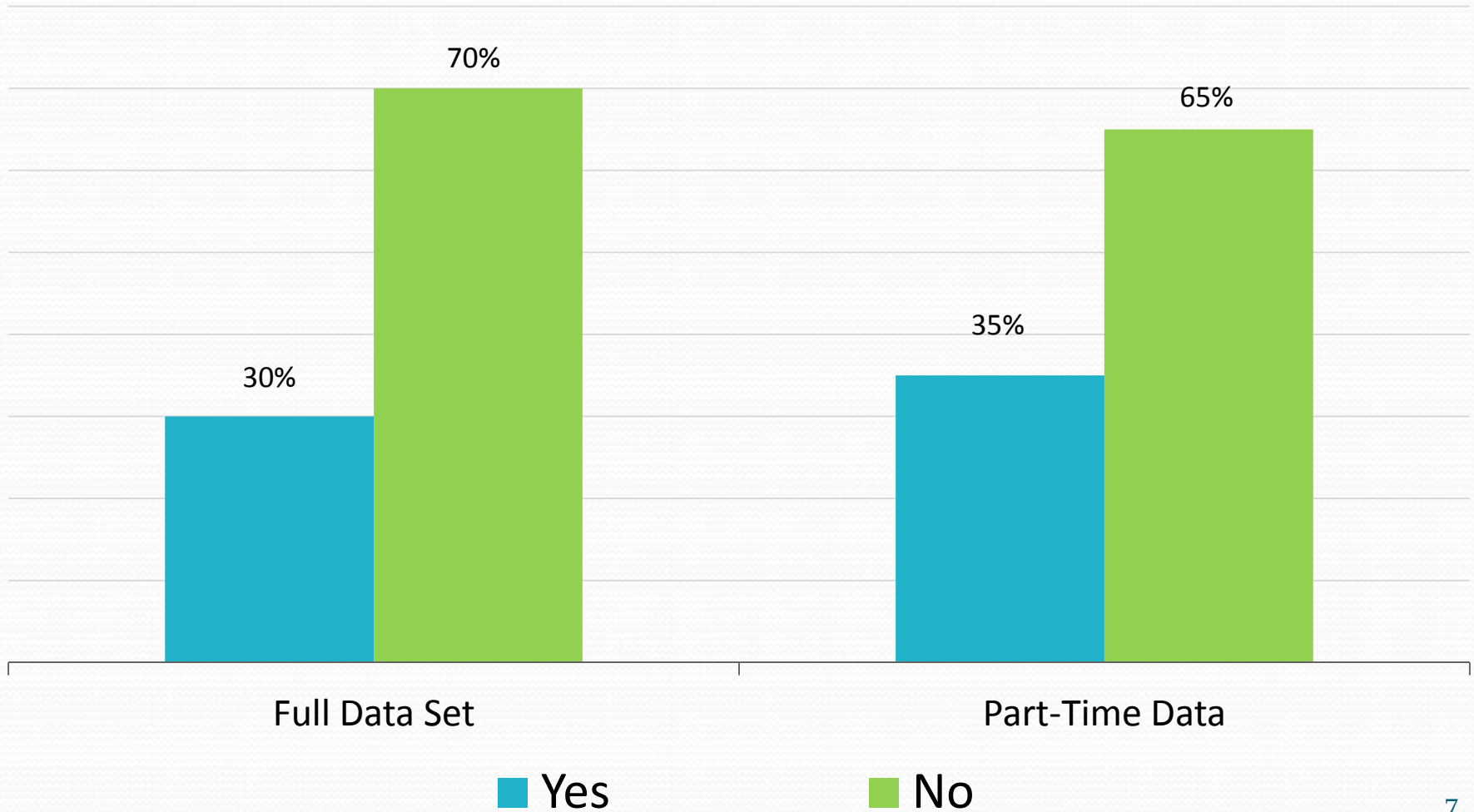


■ Full Time ■ Part Time ■ Relief ■ Temporary ■ Casual ■ Other

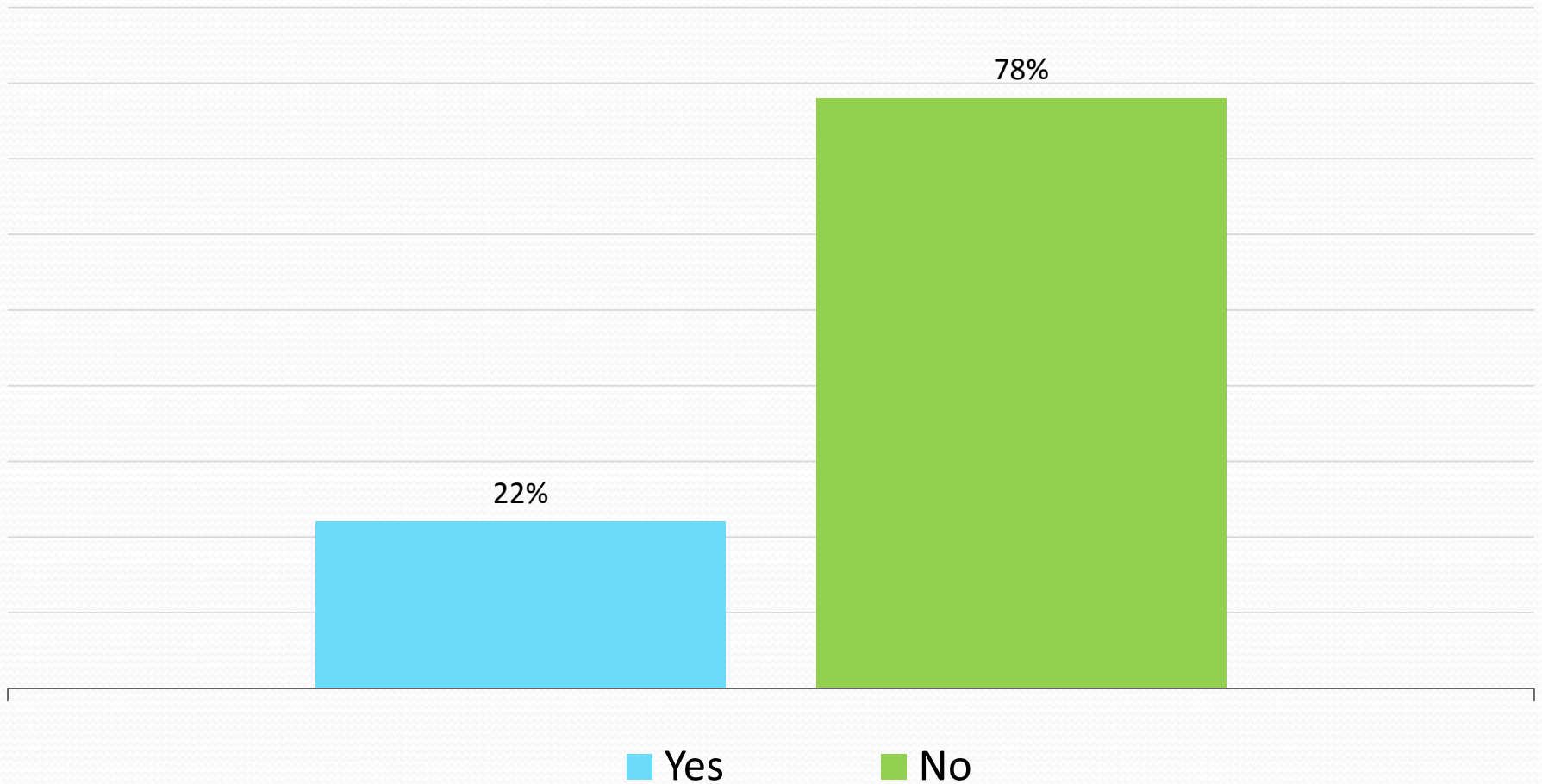
Are you a Part-Time member looking for Full-Time work in the DS sector?



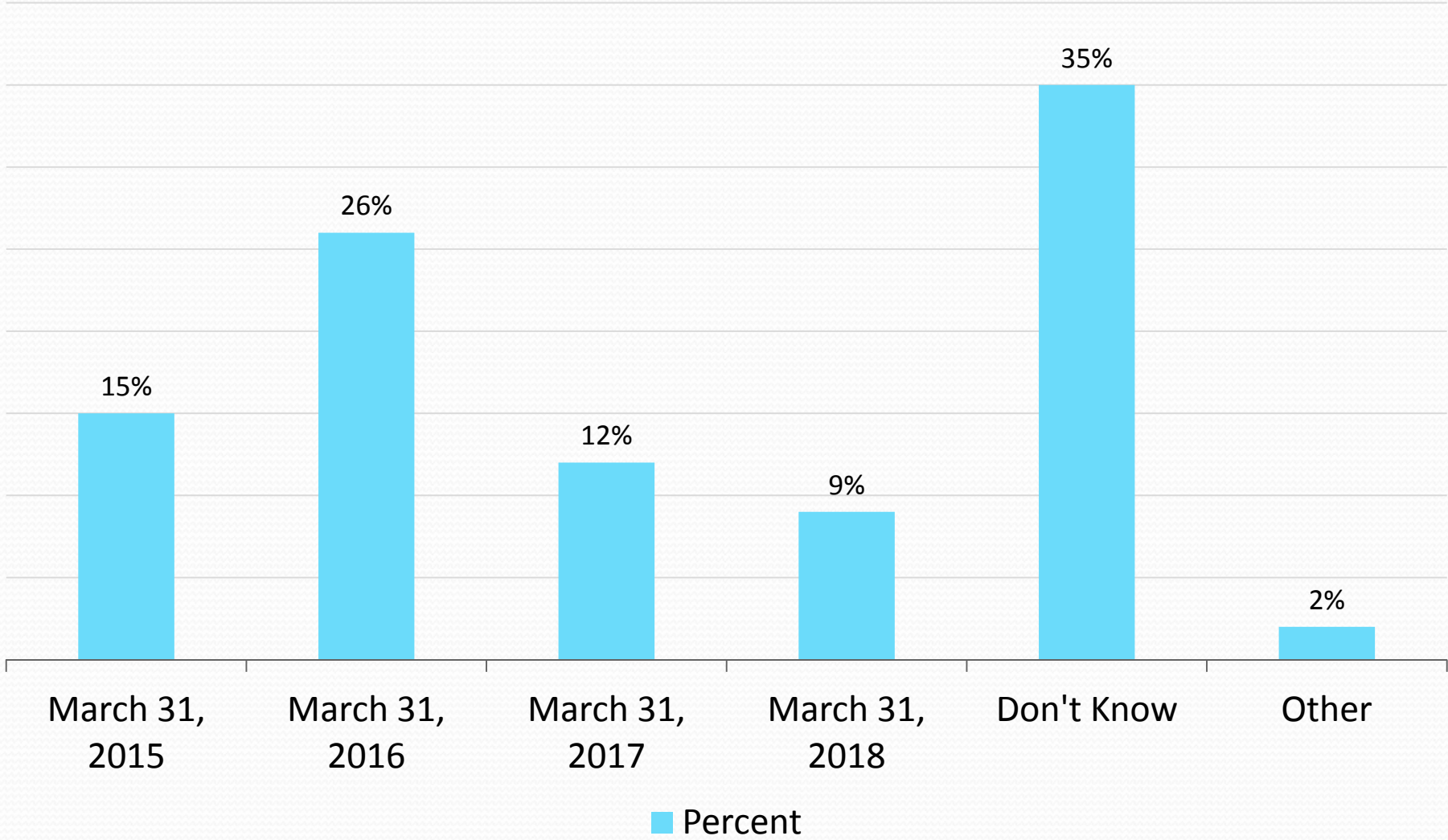
Do you work at a job outside the Developmental Services Sector to supplement your income?



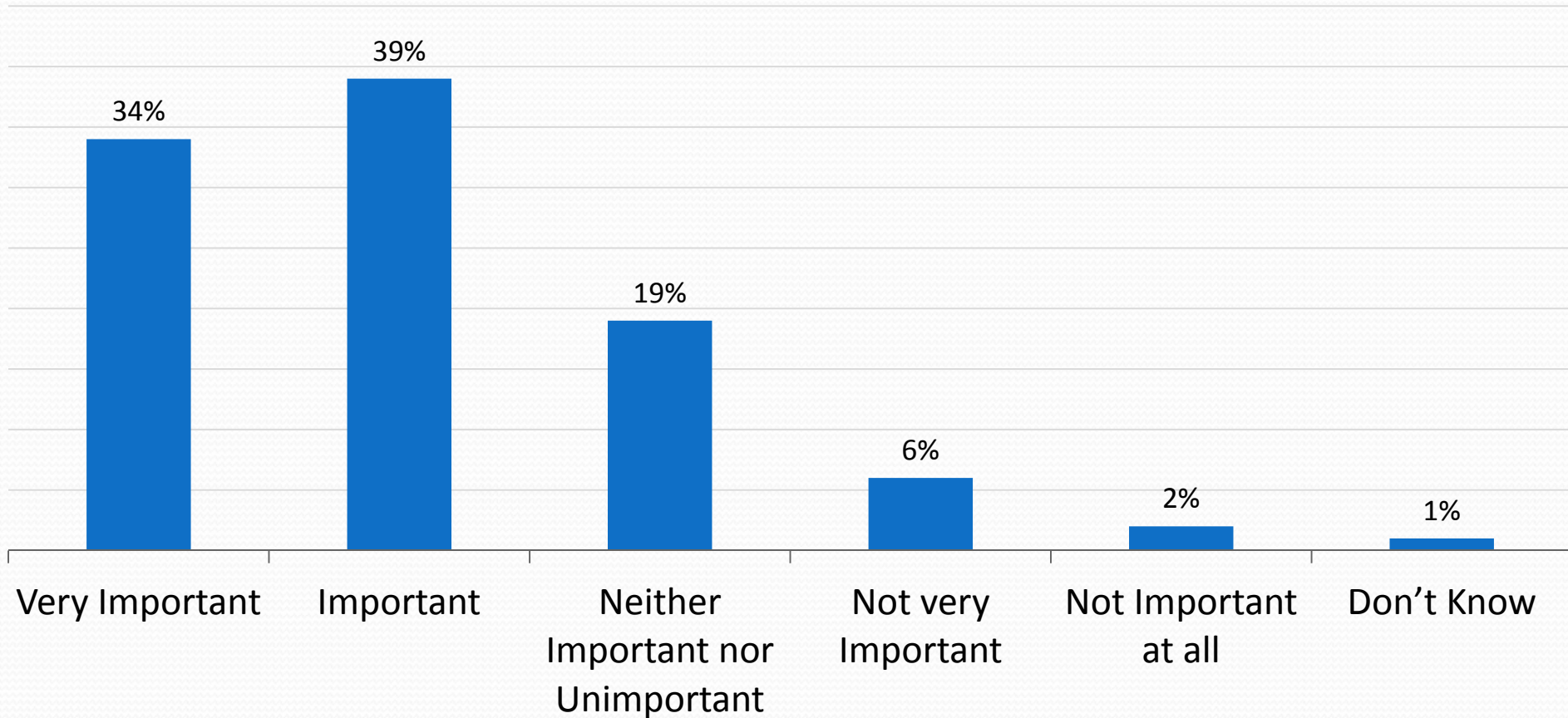
Hours of Work: In the last 3 years, have you had your hours of work reduced?



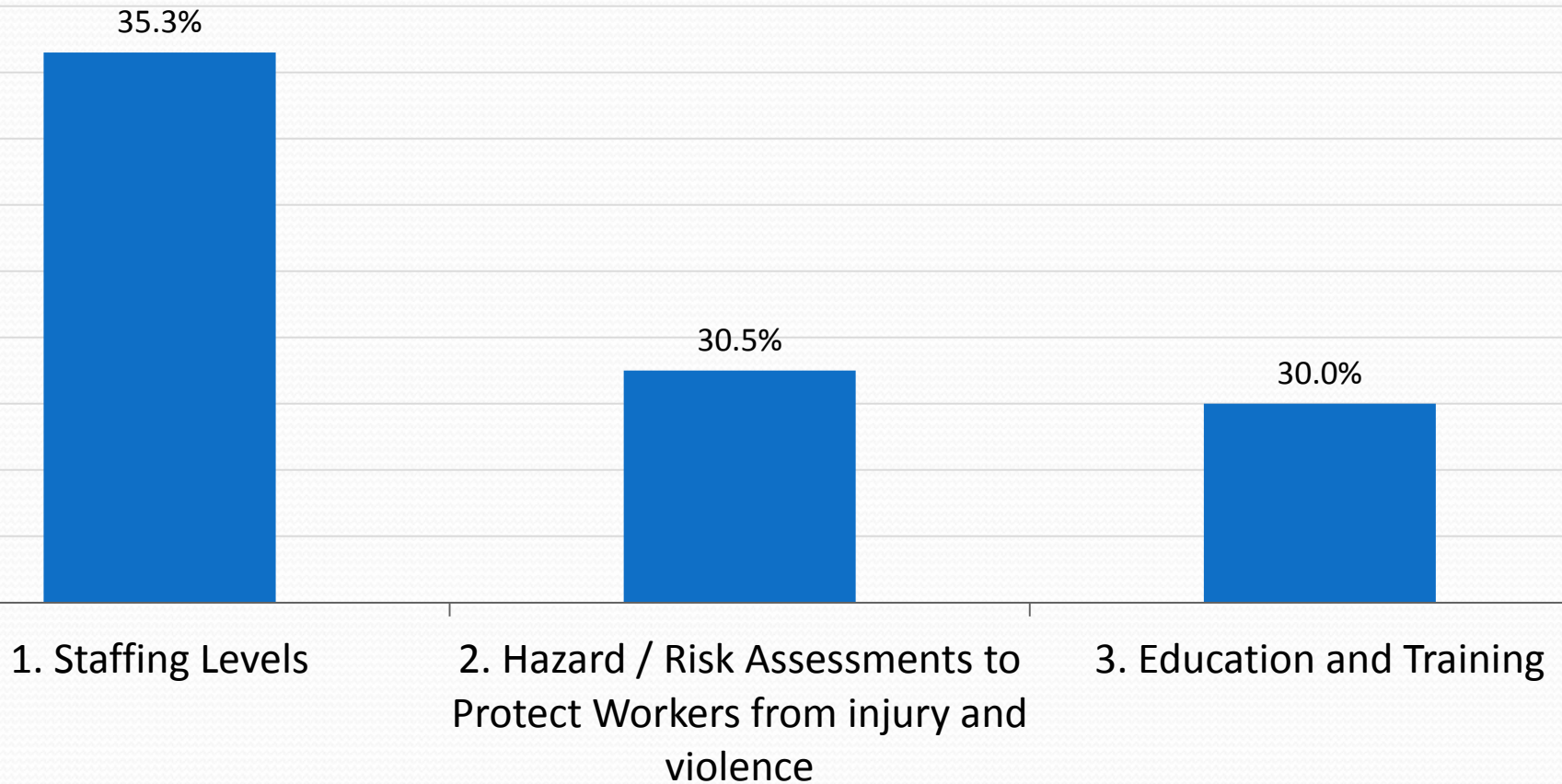
Common Expiry Date:



In the 2014 round of bargaining, how Important is it for your local to make advances in bargaining Health and Safety language that specifically addresses **Violence in the Workplace?**

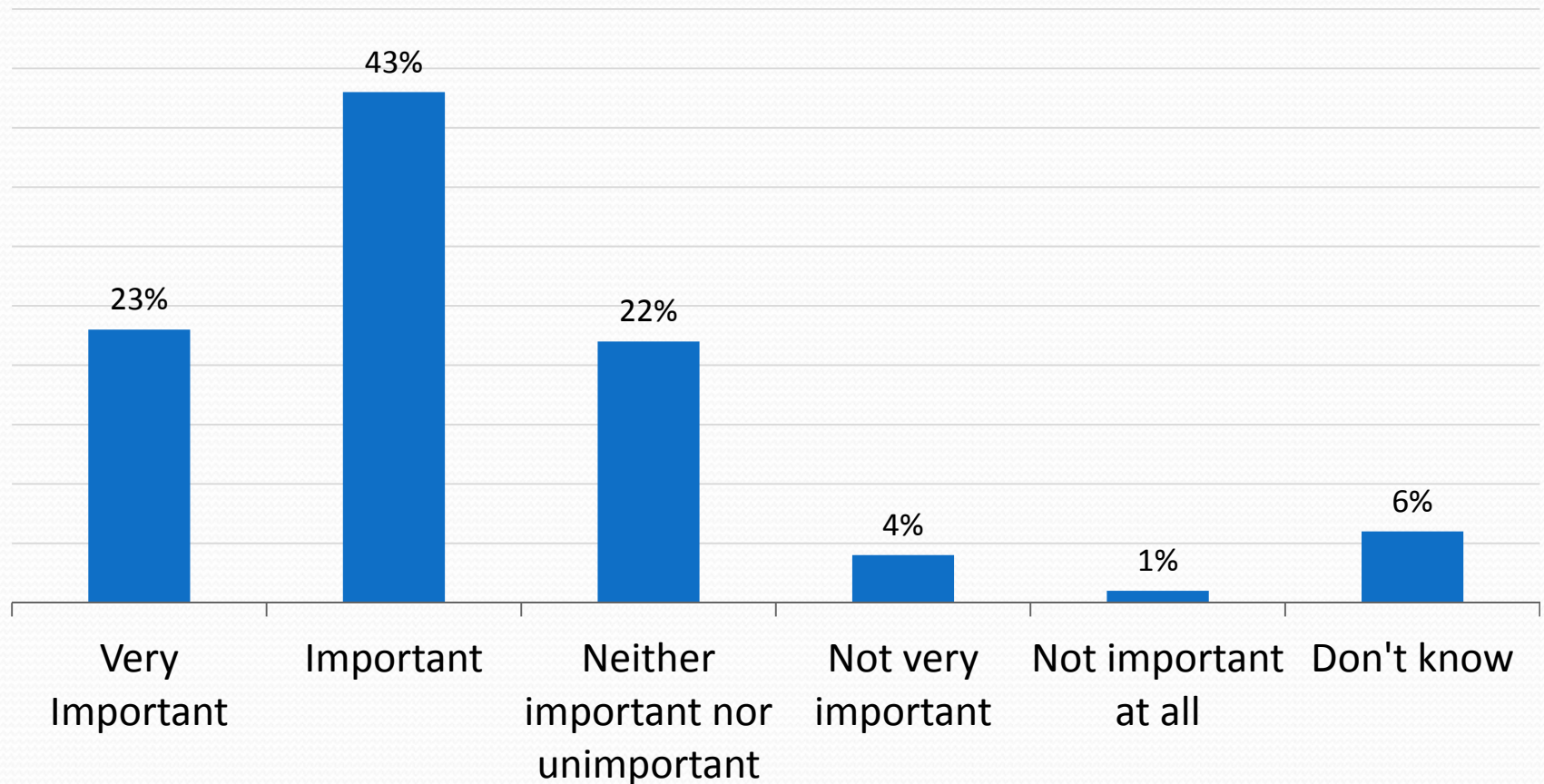


If you answered “very Important” or “Important”, to the previous question, what specific language provisions should your local bargain?

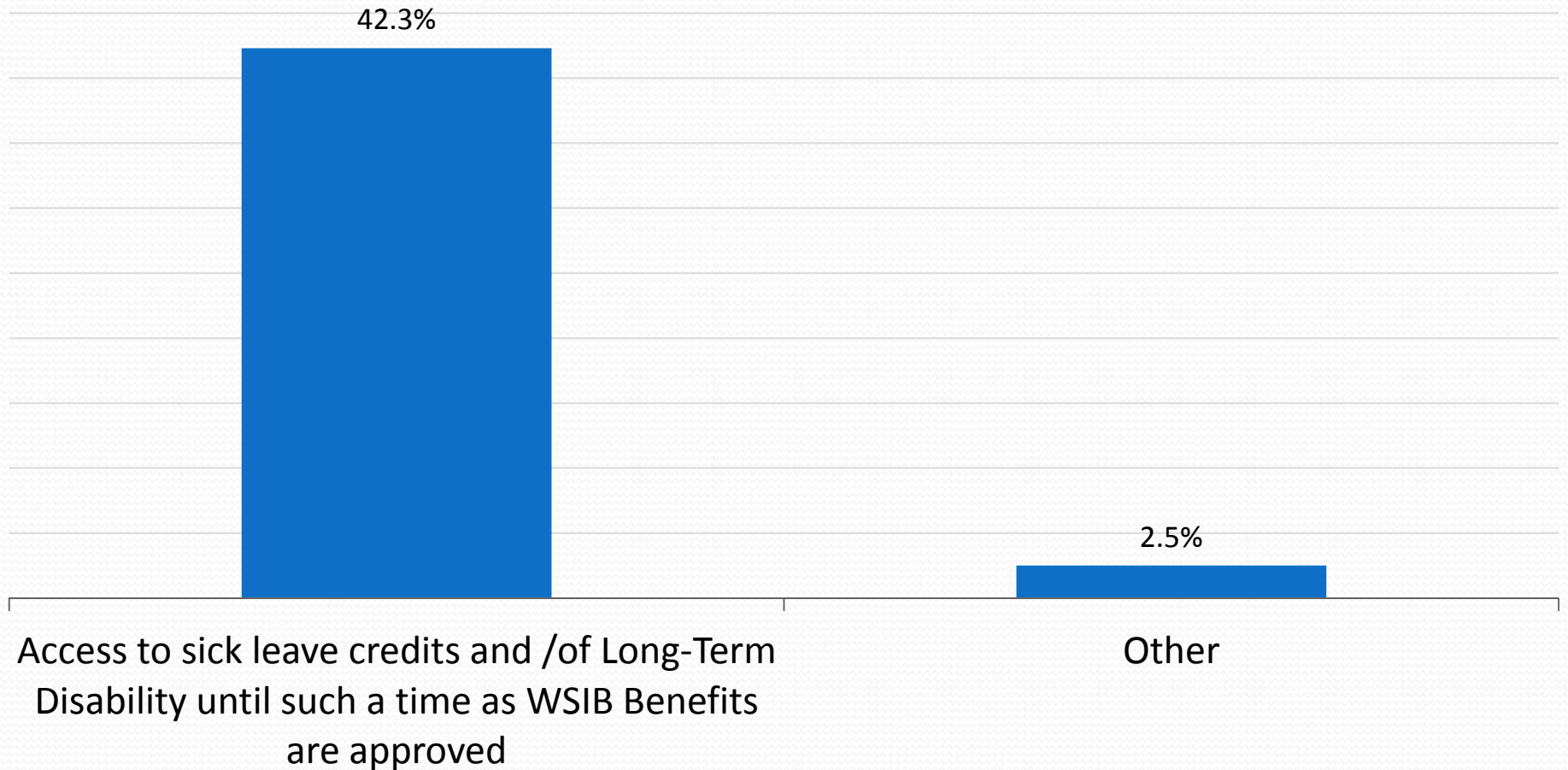


■ Top 3 Responses

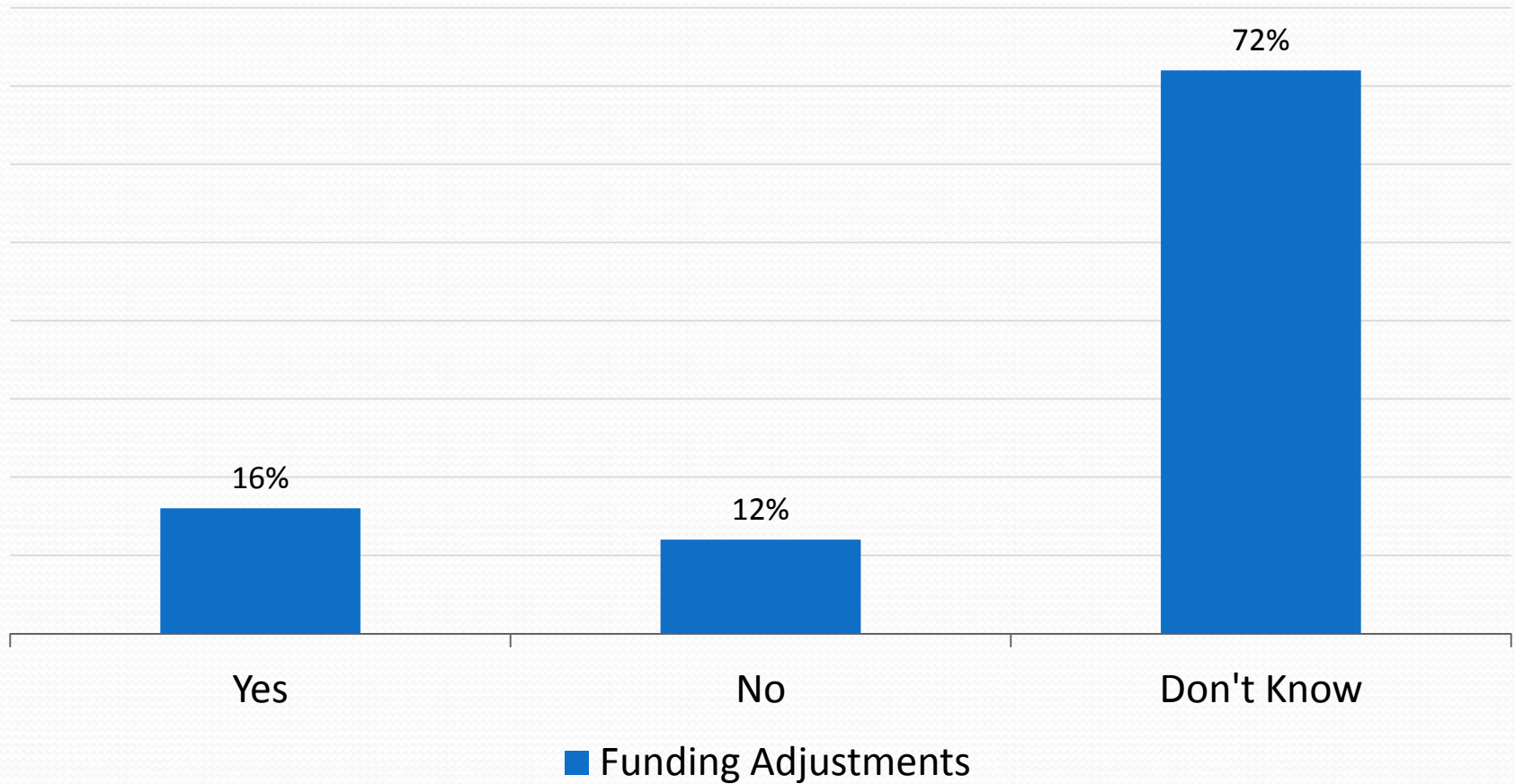
In the 2014 round of bargaining, how Important is it for your local to make advances in bargaining WSIB protections for bargaining unit members?



If you answered “very Important” or “Important” to the previous question, what specific WSIB language provisions should your local bargain?



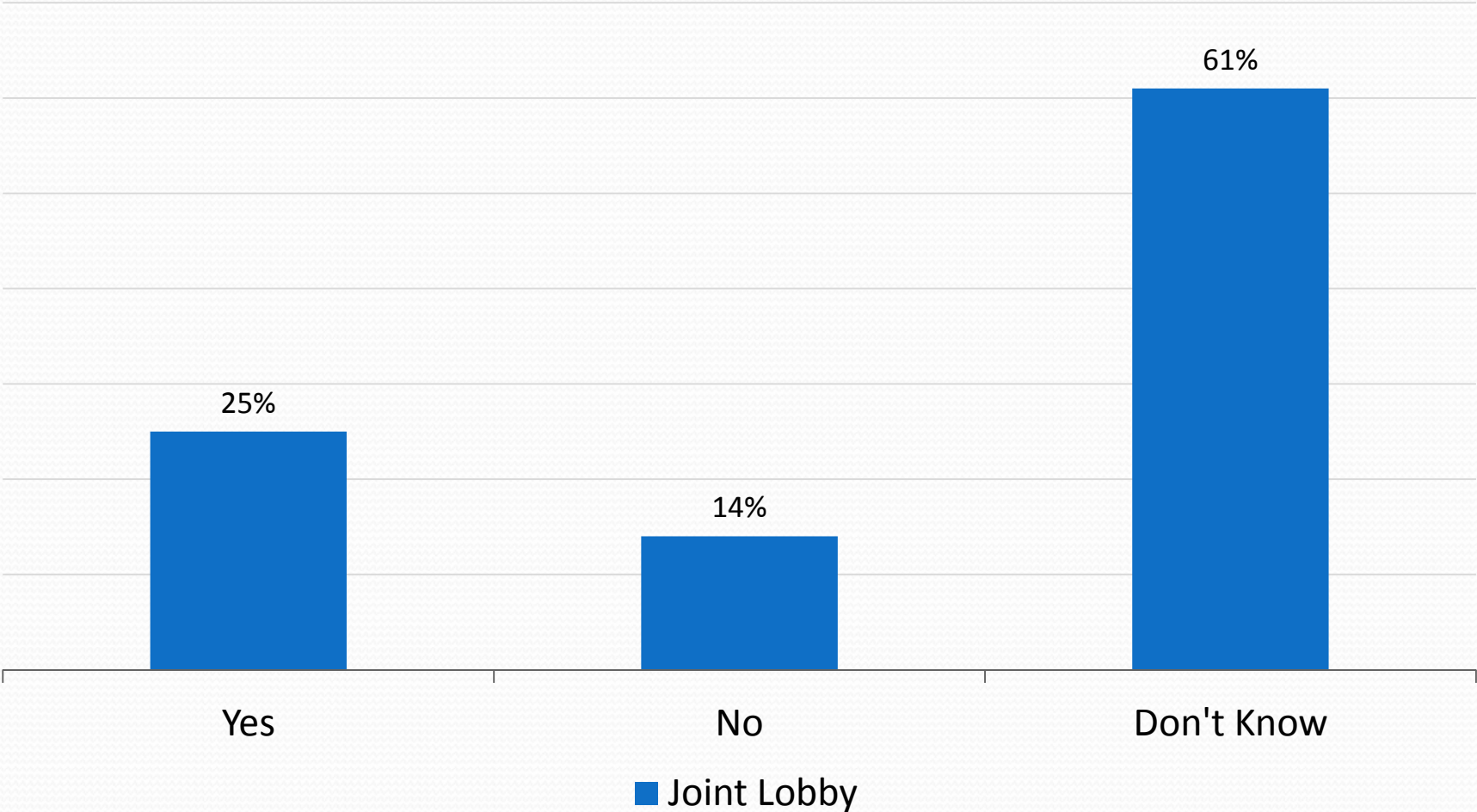
Funding Adjustments



Funding Adjustments:

- “We have not yet received the funding adjustments agreed upon during the last collective agreement, as the employer states that there is no money available.”
- “We did not receive our raise this April 2013 as it was bargained and signed for. Our agency states they did not receive enough money from the ministry.”
- “We had a reduction in hours across the board, then everyone got a slight raise. We had no raises for three years prior to this. If there was any additional funding given over the past three years I did not know about it (except in the case of our recent raise that occurred after a decrease in hours).”

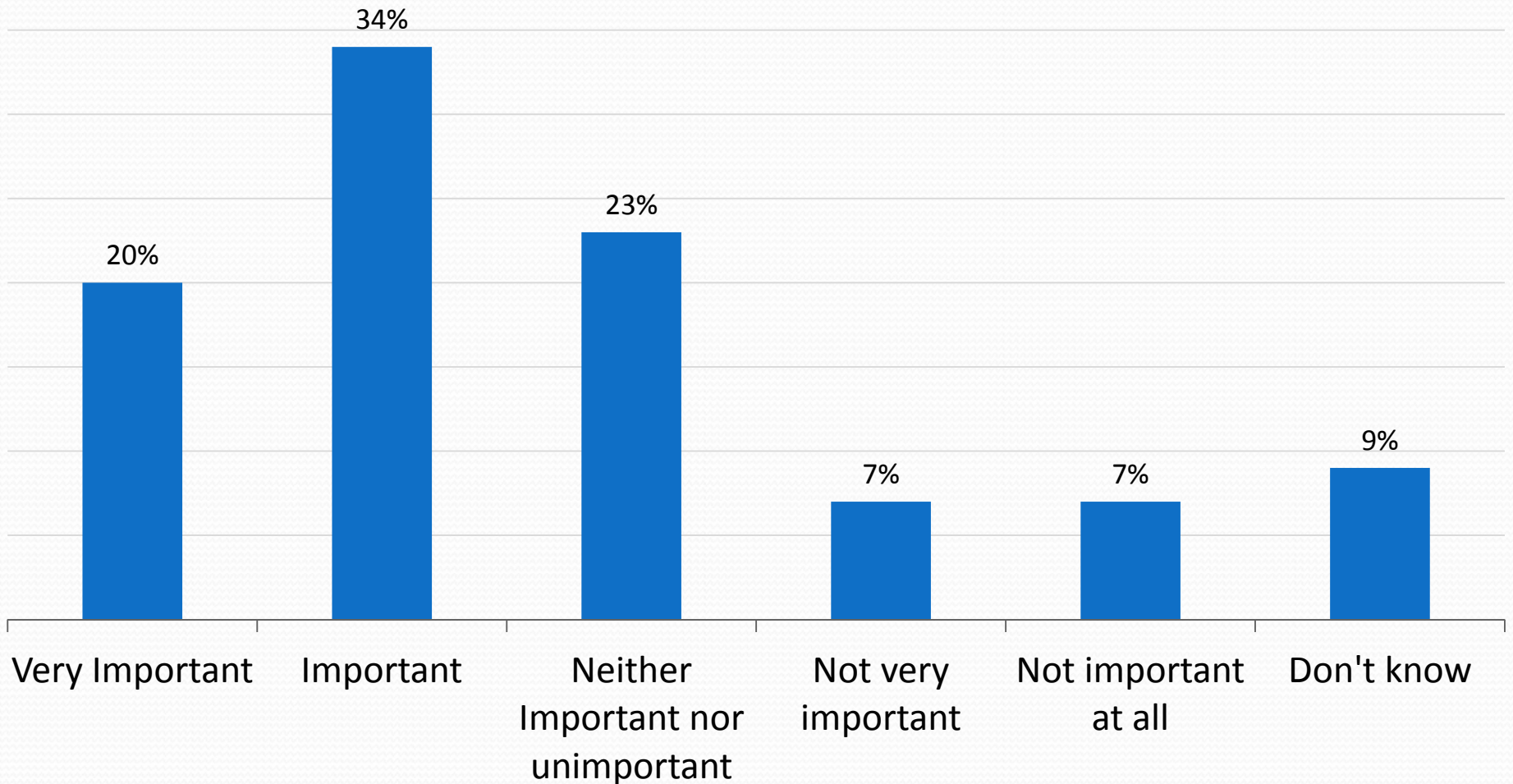
Joint Lobby



Joint Lobby

- Employer refuses to lobby jointly with the union.
- Employer lobbies separately from the union.
- Employer does not think much of the union's lobbying efforts.
- “Any time the employer has been approached to do some joint lobbying they have declined to participate, usually with an explanation that they don't want to jeopardize the relationship they have built up over the years with the funding ministry.”

Multi-Sector Pension Plan (MSPP)



Average Wage Increases

- Year 1: 2.7%
- Year 2: 2.6%
- Year 3: 2.6%
- Year 4: 2.7%

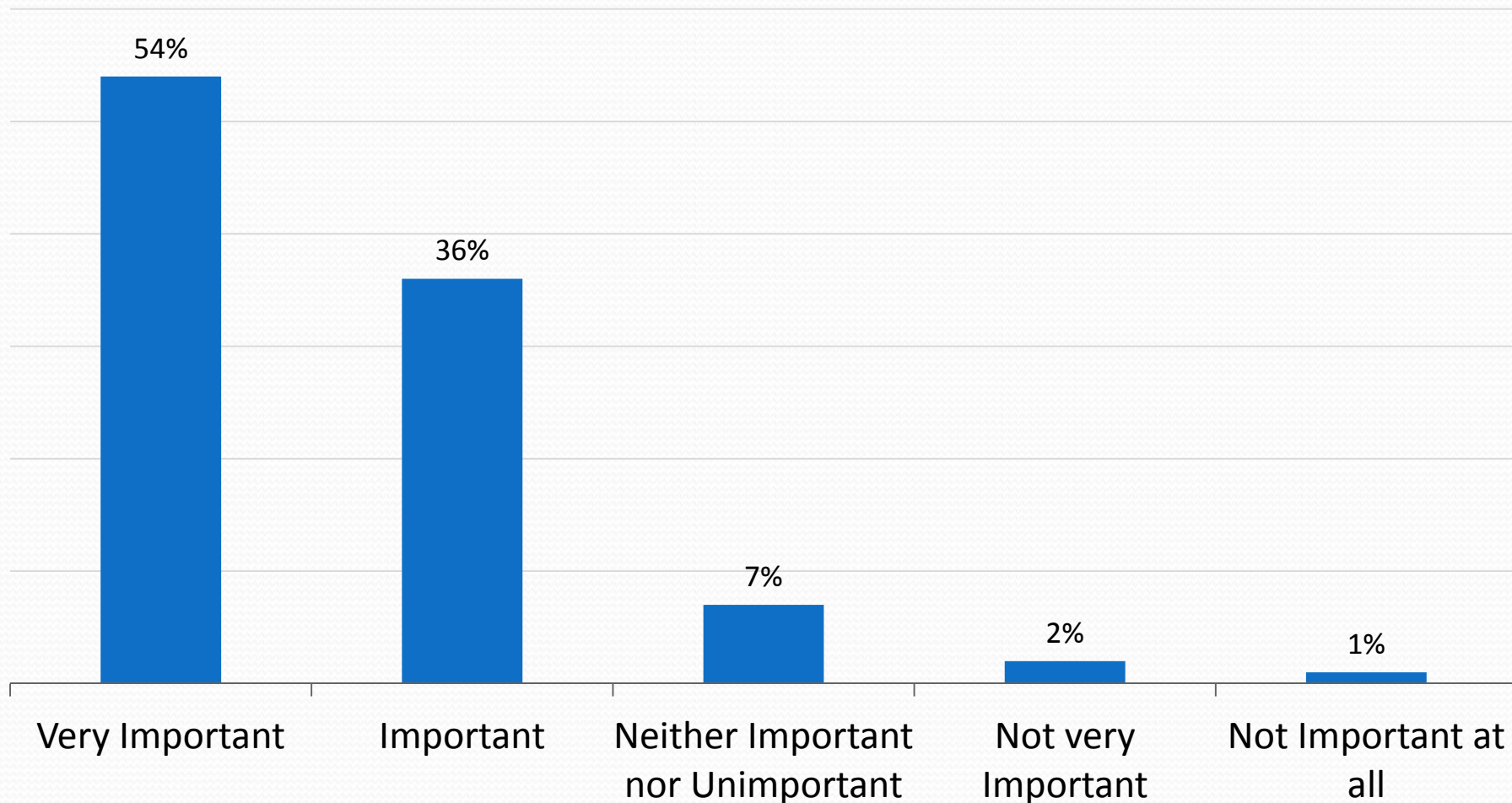
Other Monetary

- Increase pension contributions instead of a wage increase.
- Bargain flat rate wage increases instead of percentage wage increases.
- Annual cost of living increases.
- Pay Equity.

Part-Time, Relief, and Overnight

- Increase the wages of relief staff to equal the pay of part-time staff.
- Increase the wages of overnight workers.
- Benefits for part-time workers.
- Pensions for part-time workers.
- Sick leave for part-time workers.
- Personal leave for part-time workers (e.g. moving days, bereavement leave).

In the 2014 round of bargaining, how Important is it for your local to bargain language related to Job Security?



If you view **Job Security** as “very Important” or “Important”, what specific language provisions should your local bargain?

Language protecting Bargaining Unit work: 39.29%

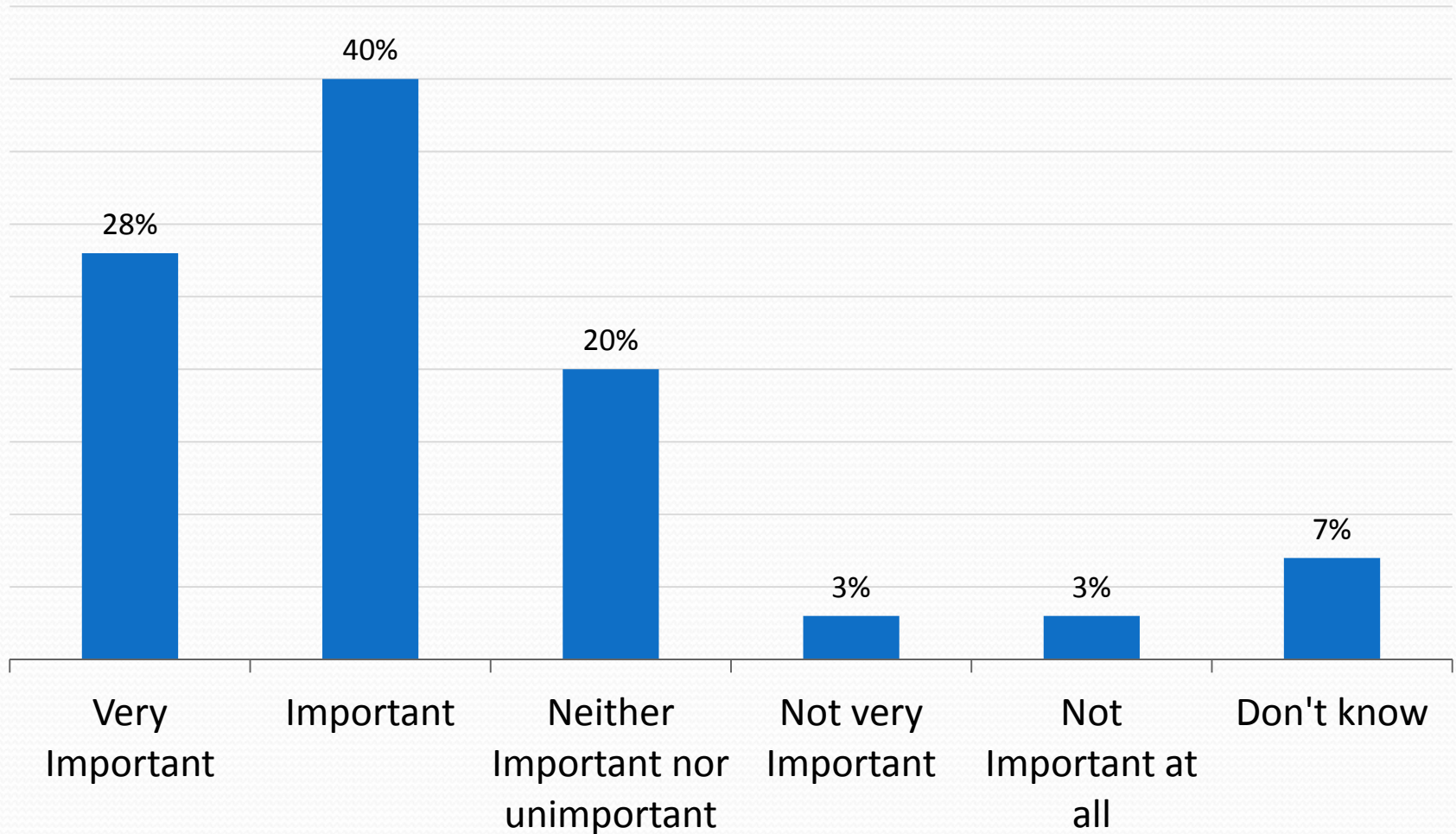
No Layoff during the Term of the Agreement: 37.53%

“Deemed Qualified” language if job qualifications change: 31.49%

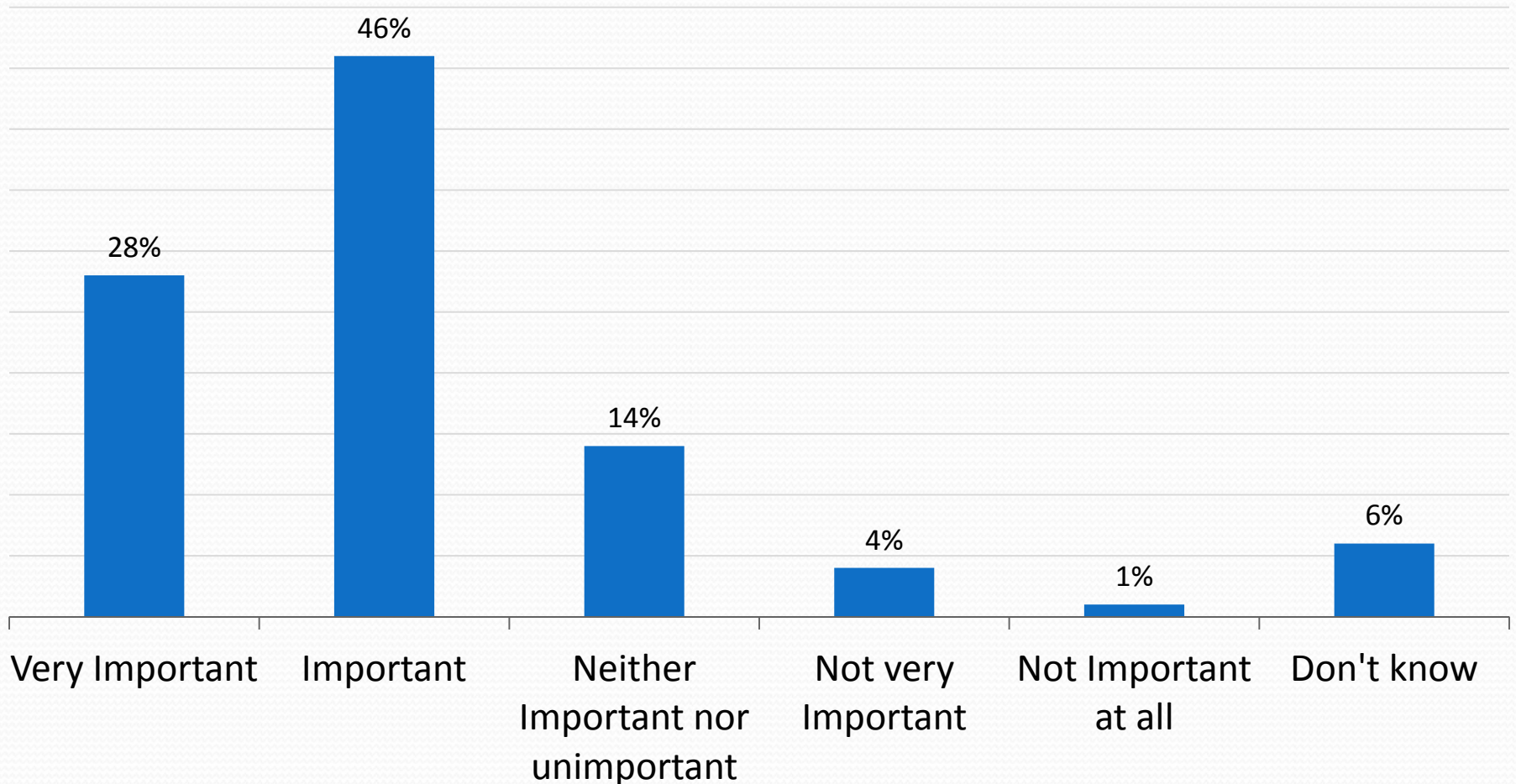
Prohibitions / restrictions on Contracting Out: 31.49%

Monitoring the use of Volunteers: 24.18%

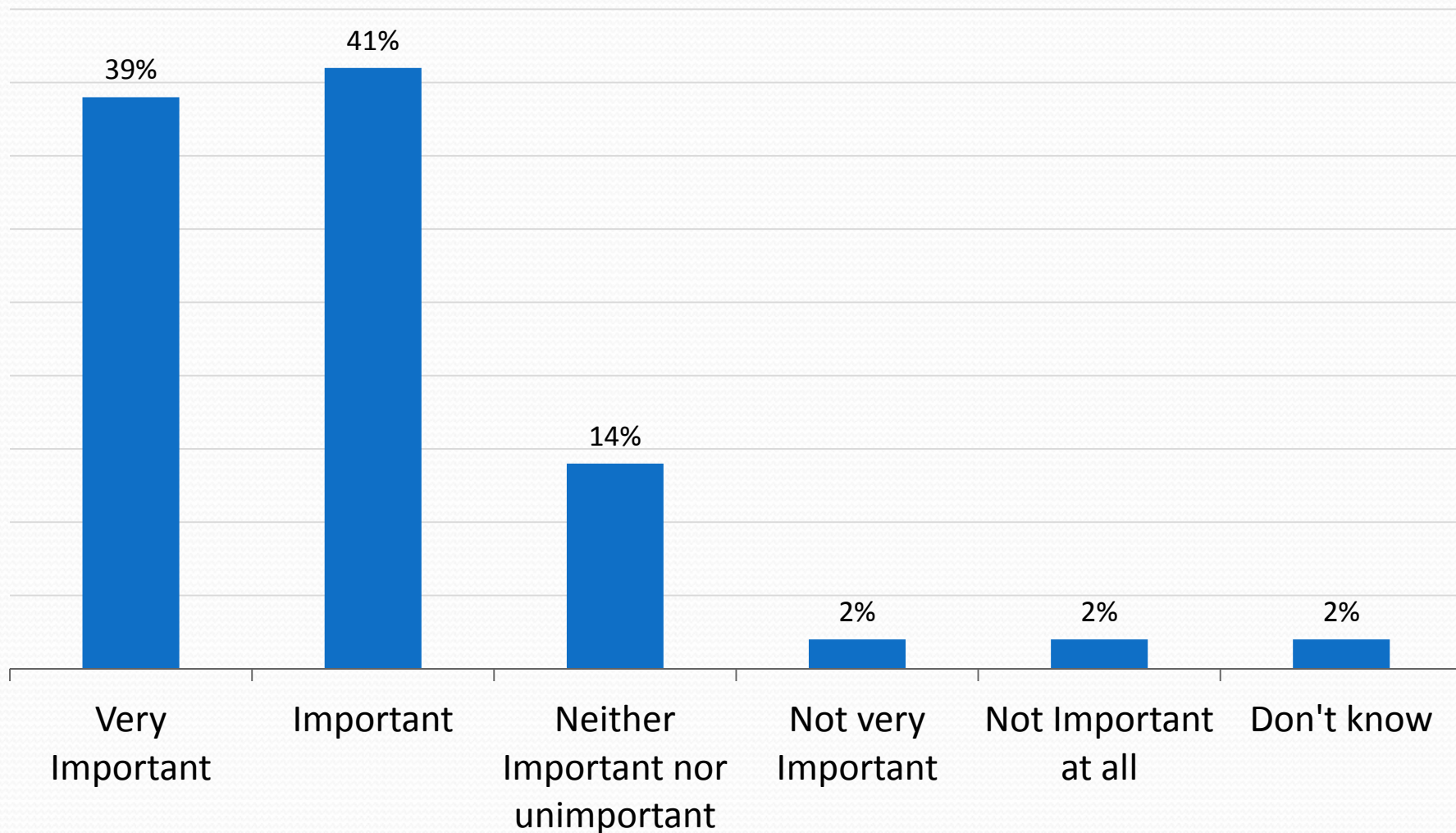
How Important is it for your local to bargain language protections related to Direct Funding?



How Important is it for your local to bargain language related to Legal Liability protections?



Conversion to Full-Time Work: how Important is it for your local to bargain language to create more full-time jobs?

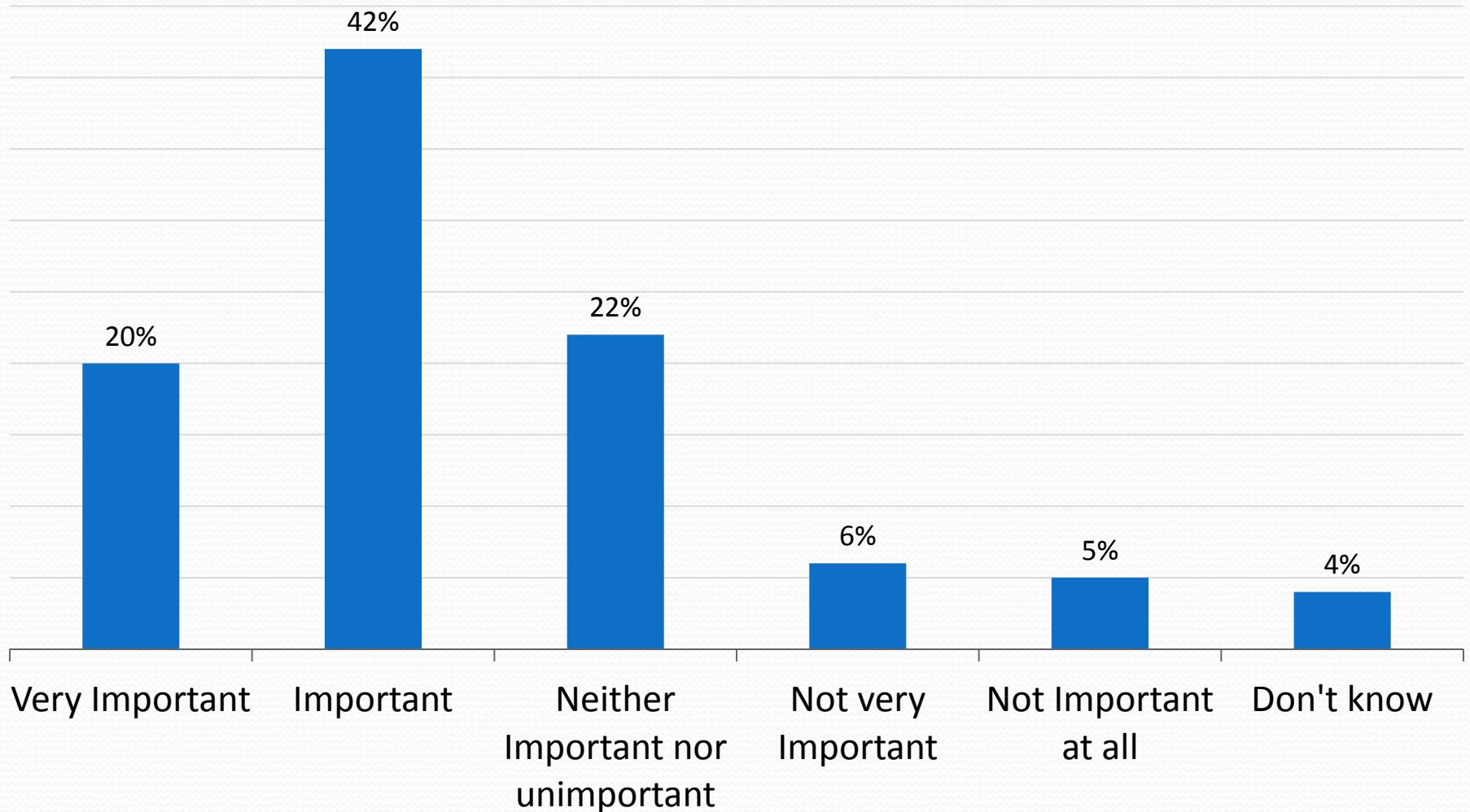




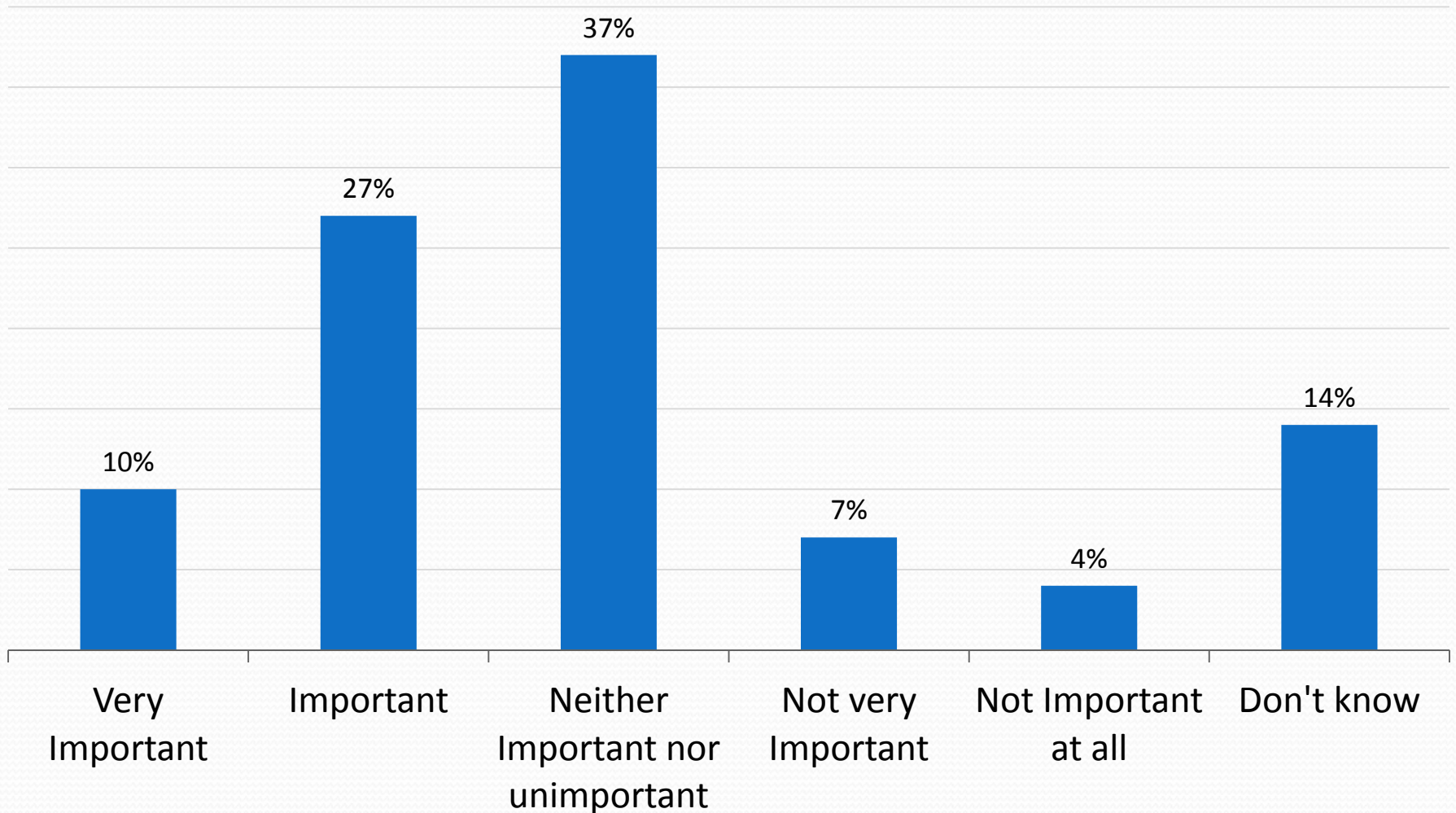
Conversion to Full-Time Work: how Important is it for your local to bargain language to create more full-time jobs?

- 87% of Part-Time Members

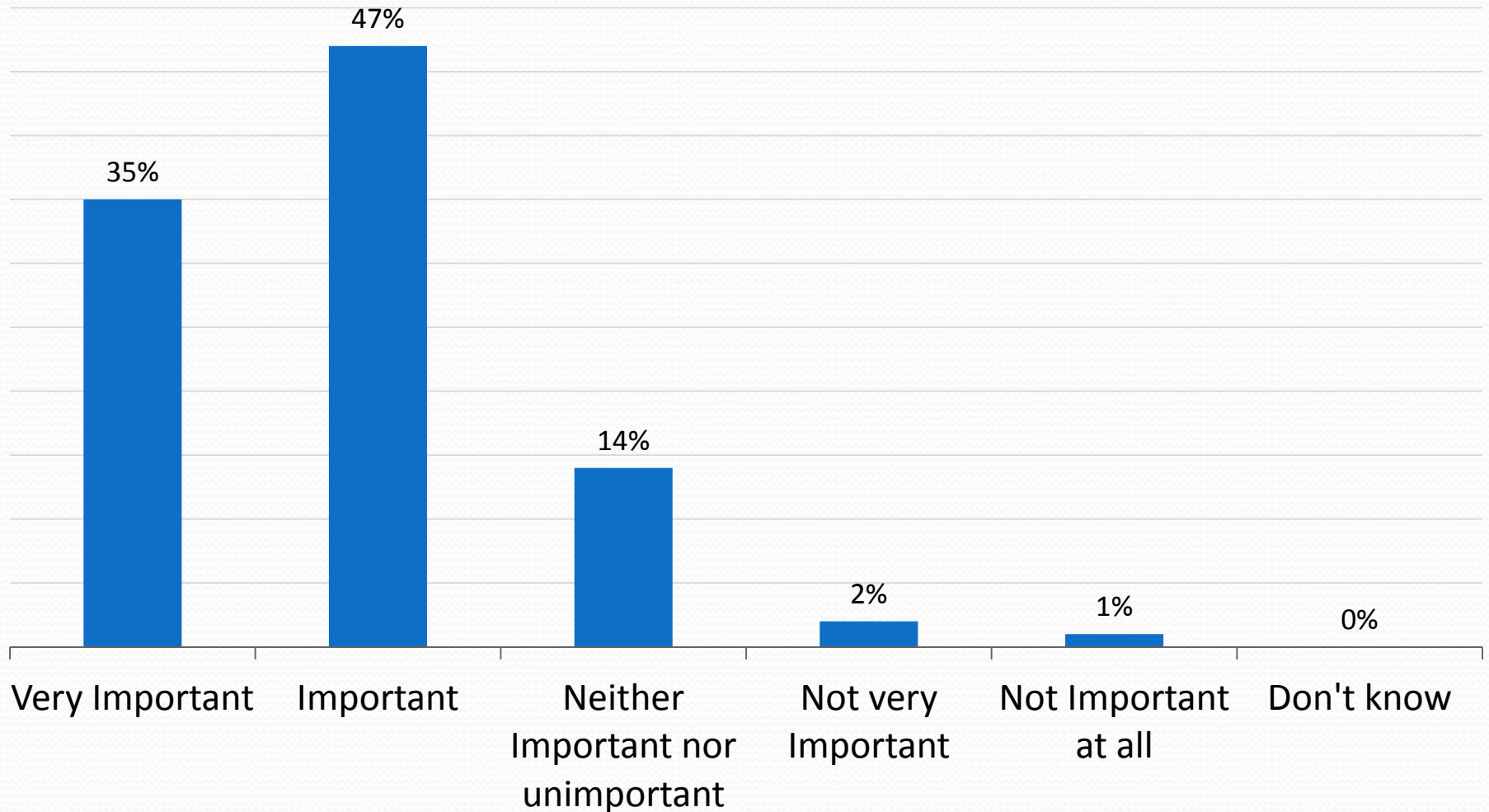
How Important is it for your local to bargain language related to Core Competencies?



How Important is it for your local to bargain language related to Regulatory Colleges?



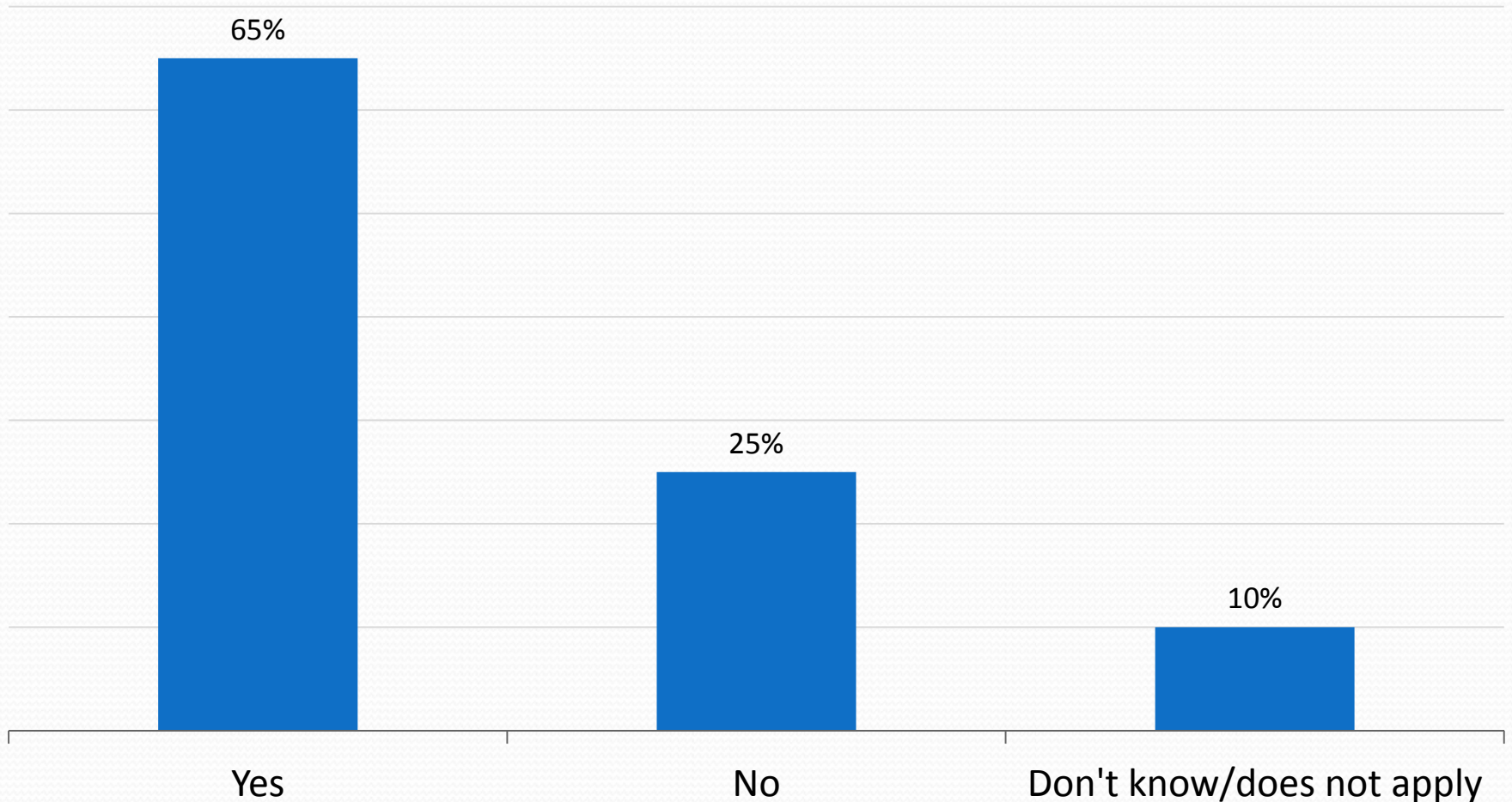
How Important is it for your local to bargain language to address workload volume?



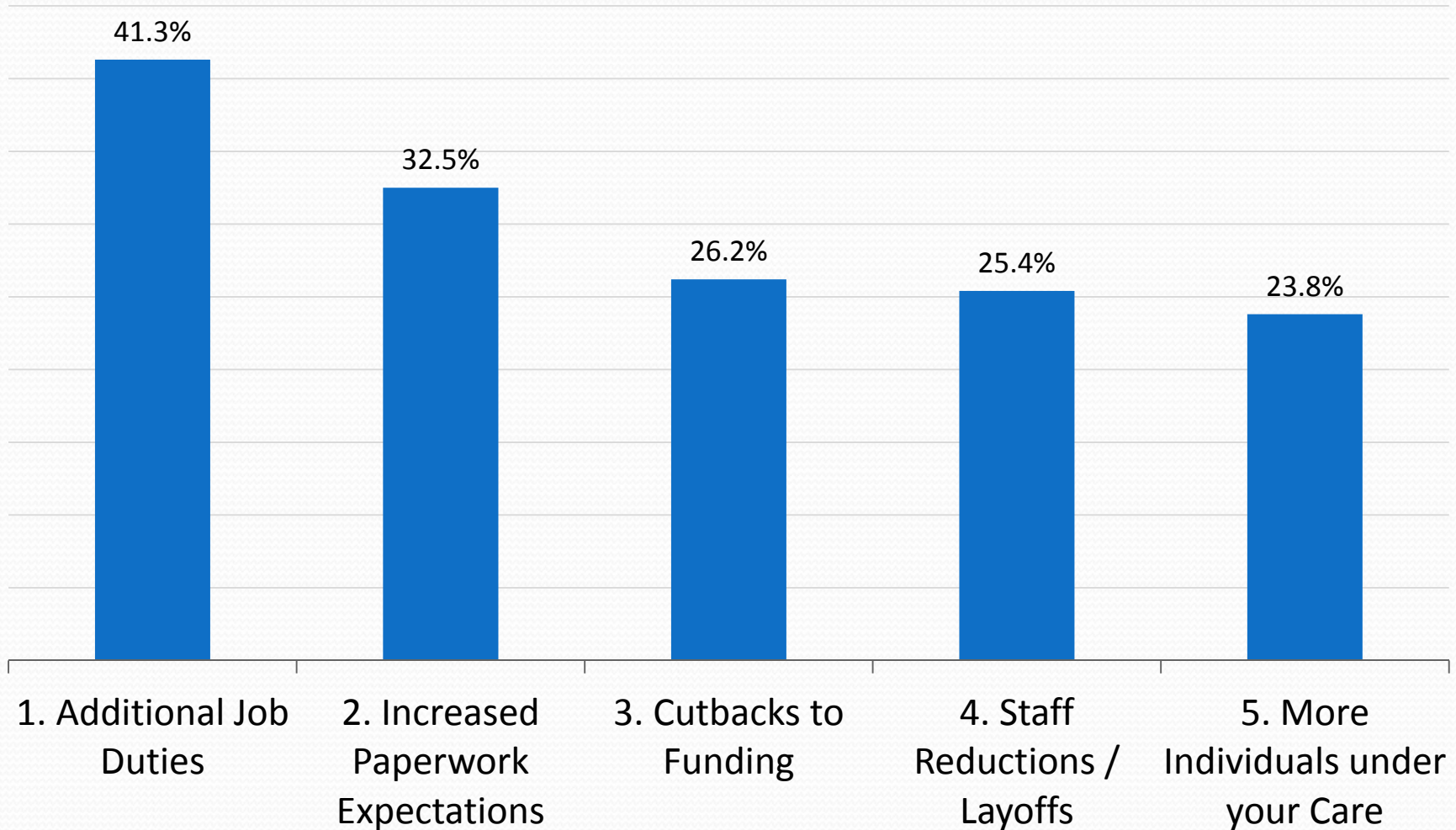
Workload Volume - Comments

- “The people we support are aging, with their age the workload becomes significantly heavier.”
- “The needs of the people that I help support has dramatically increased but the staffing levels haven't. We often work single staffed and don't have many relief staff to cover sick/vacation time.”
- “Due to a change in how "paperwork and daily logs" are filled out it has added extra time and effort to complete. It seems we are more and more forced to fill out paperwork taking precious time away from actually providing support to people.”

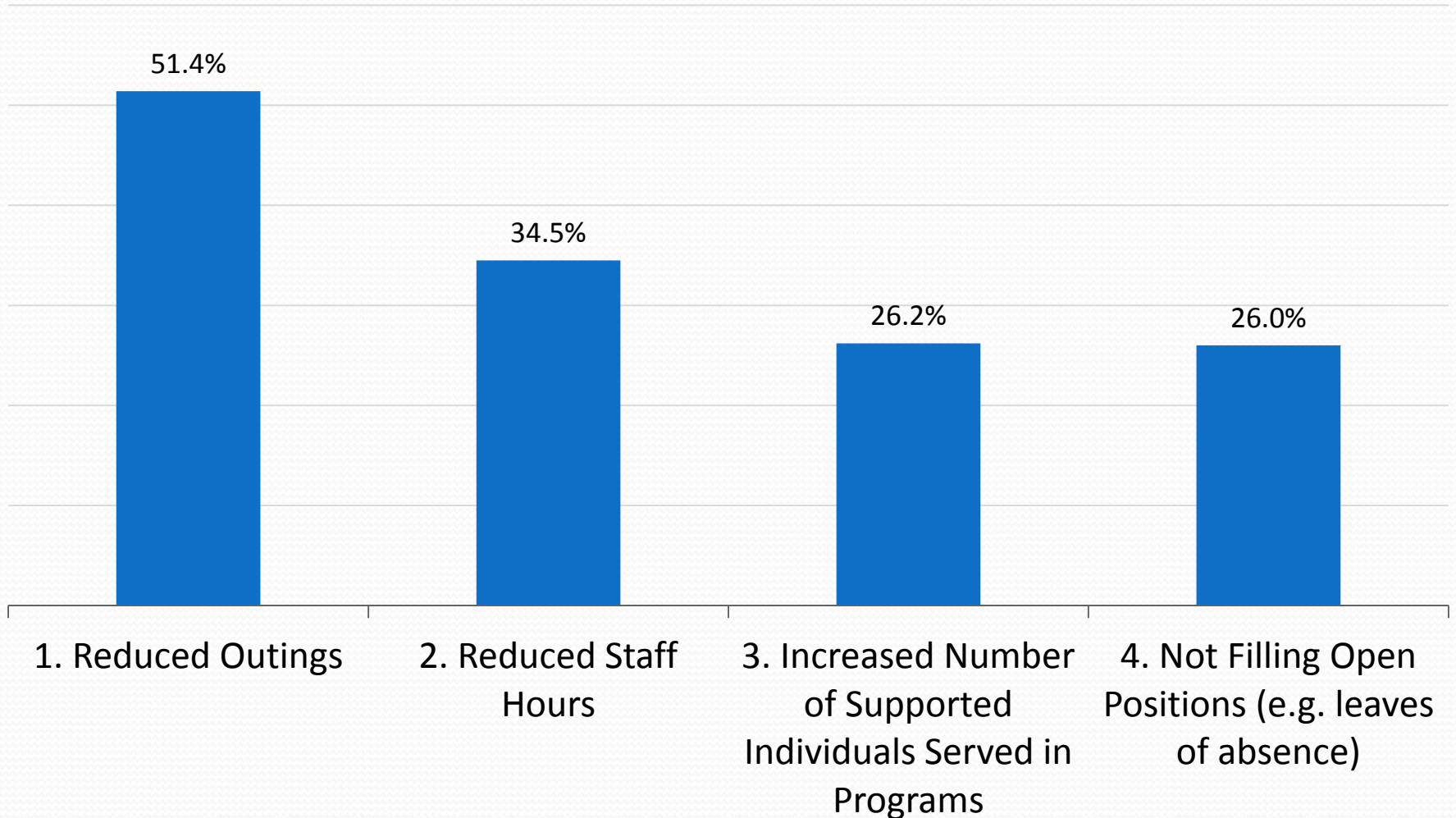
Has your Workload increased since the last round of bargaining?



Why has your Workload increased?



How have Staff Reductions and/or Funding Cuts affected service delivery?



Top 3 Bargaining Priorities

