

February 28, 2005

CUPE negotiates 2-year contract

After months of difficult bargaining, the Ontario Council of Hospital Unions (OCHU/CUPE) negotiated a 2-year collective agreement with the Ontario Hospital Association (OHA) on February 27, 2005.

The deal covers 21,000 workers directly and will set the pattern for another 6,000 hospital and long-term care facility staff represented by CUPE whose employers do not participate in the provincial bargaining.

Ratification will take place at the workplace by March 31, 2005.

Highlights from the tentative settlement include:

Wages:

Sept.2004: 1.5%
April 2005: 1.5%
Sept. 2005: 1.5%
April 2006: 1%

+ 17cents for all hours paid from
Jan. 1, 2004 to Dec. 31, 2004

Standby Pay:

April 2005: \$2.75 per hour
April 2006: \$3.00 per hour

Vision:

\$200 every 24 months and covers the cost of eye exams every 24 months, approx. \$65.00

Premiums:

Weekend/Evening/Night:

April 2005: 70 cents per hour
April 2006: 80 cents per hour
Sept 2006: 85 cents per hour

Vacations:

September 2004: 5 weeks after 14 years
6 weeks after 22 years

September 2005: 5 weeks after 13 years

Bereavement Leave:

3 paid days for son-in-law and daughter-in-law
1 paid day for aunts and uncles

Other Contract Gains:

Job Posting:

- Vacant jobs must be posted within 30 days or notice of elimination of position given to the union
- Jobs will now be posted during layoff and recall

Job Security:

- Employees can now bump up by 15% on layoff, when there is no one to bump in a lower paying or identical paying classification
- Employees transferred to another employer in a sale of business may now post back to the hospital into a vacancy for a 2-year period
- Employers must now report on the duties of volunteers
- CUPE will be represented on the Fiscal Advisory Committee

Family Emergency, Medical, Compassionate Leaves:

- Employees may use personal leave for medical appointments
- Each employee now has 10 unpaid days to attend to family medical and personal emergency issues
- Each employee is entitled to 8 weeks in a 26 week period to care for a dying family member

Education Leave:

- Each employee is entitled to leave of absence with pay to take courses and write examinations to upgrade his/her employment qualifications

Sick Leave:

- Employees with accumulated sick leave plans will have the cost of any medical certificates requested, paid by the employer

Workload:

- All employees now have access to a workload complaint process.



ONTARIO COUNCIL OF HOSPITAL UNIONS

Representing Health Care Workers