

## **GENERAL MEMBERSHIP MEETINGS**

We continue to host our General Membership Meetings virtually via Google Meets. Meetings begin at 6:00 PM. Reminder notices will be sent throughout the month and the agenda will be sent a week prior to the meeting.

We have set the following schedule to help members in planning their attendance:

**March 29, 2023**

**April 26, 2023**

**May 31, 2023**

**June 28, 2023**

The Executive members attend monthly **Labour Management Meetings** – if you have concerns, questions or ideas that you would like us to raise at our meetings please do not hesitate to reach out.

## **MULTI-LOCAL SOLIDARITY**

Many community living associations within the Ottawa area are fellow CUPE members.

Local 3826 – Ottawa Carleton Lifeskills

Local 1521 – OCAPDD

Local 4870 -TAMIR Foundation

Local 2605– Total Communication Environment (TCE)

The Executives from each local have organized meetings to discuss common issues, strategies and support. **We are stronger together!** We look forward to bringing you more information in the months to come.

## **Bargaining Update**

The bargaining committee, Ashley Walker, Cathy Lonergan and Kayla Blanchette, have completed 4 bargaining sessions with the Employer, December 16, 19, 20 and February 13, 2023. We have made some progress with respect to the collective agreement articles, however, as we are now reviewing financial proposals, the Union has filed for conciliation. We have tentative dates at the end of April 2023.

**What is conciliation? Conciliation is the process of intervention in collective bargaining by a neutral third party knowledgeable in effective negotiation procedures. The third party is called a “conciliator”. This individual assists the Employer and Union reach a collective agreement but has no authority to make decisions or impose a contract.**

Unionized workers across Ontario continue to celebrate the court ruling the Ford government's controversial wage restraint law Bill 124 unconstitutional! Our last Collective Agreement was bound to a 1% compensation restriction. Given the Employer and the Union signed a wage re-opener should the courts rule the law unconstitutional. Therefore, part of our current bargaining process includes this process.

The Executive team is working closely with our CUPE National Representative and our sister agencies in the Ottawa area. While local 3826 (Ottawa Carleton Lifeskills) has ratified a new collective agreement, the remaining locals are headed to conciliation. The wage disparity between our local and our sister agencies is substantial! **We are all CUPE locals and operate under the same funder MCCSS- this needs to be addressed.**



**SSWCC**  
Social Service Workers  
Coordinating Committee

### **2023 SSWCC Conference March 2-5, 2023**

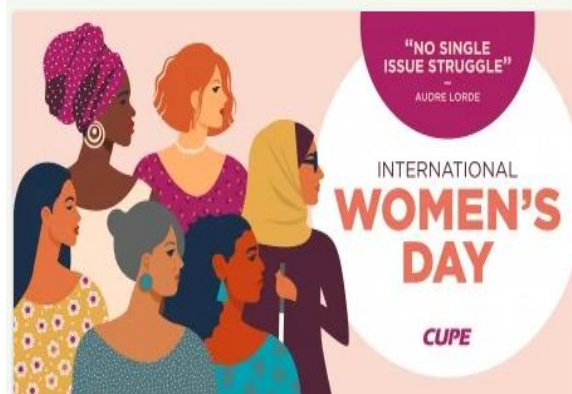
Vice President Cathy Lonergan and Bargaining Committee member Ashley Walker attended this year's conference. An update will be provided at the General Membership Meeting on March 29, 2023.

*CUPE Ontario's Social Service Workers Coordinating Committee (SSWCC) defends and campaigns for high-quality, publicly funded social services across Ontario.*

*The committee represents 30,000 workers in children's aid societies, child care, community agencies, developmental services, municipal social services, child protection, children's mental health, shelters and hostels, and at the Workplace Safety and Insurance Board.*

*Through SSWCC, CUPE works to protect public services relied on by Ontarians every day by fighting service cuts, driving policy reform and leading on advocacy and coalition work in all areas of our sector.*

[Social Services \(cupe.on.ca\)](http://cupe.on.ca)



**Mar 8, 2023**

On March 8, CUPE joins the world in celebrating International Women's Day.

We have lots of CUPE t-shirts left to distribute... if you need one let Ashley Walker or Jenn Gillette know 😊

# **Collective Agreement Articles – The Union wishes to draw your attention to the following articles. If you have any questions, please reach out.**

**14.04** An employee shall lose seniority and shall be terminated for just cause in the event that the employee:

6) is a relief employee who is offered work and fails to accept a **minimum of one (1) shift per month**, except in the case of an approved absence, including but not limited to sick leave, approved personal leave, long term disability, pregnancy/parental leave, layoff or WSIB leave. The parties understand and agree that **recertification courses do not constitute “work”** for the purposes of this Article.

There have been several members terminated for not complying with this article. It is important to note that trainings do not qualify as work shifts.

- If you bid on shifts but are not awarded the shift, you have satisfied the article requirement.
- If you are awarded the shift and do not accept the shift, you are not meeting the requirement. If you are unable to work for a month, please reach out to your base supervisors to discuss options.

## **ARTICLE 20 – PAID VACATION**

### **20.00 Vacation Scheduling**

a) The Employer will circulate a notice inviting employees to submit vacation requests by February 15th of each year, to be responded to by the employee by March 1st for the vacation period of May 1st to October 31st. All vacation requests will be considered on the basis of operational requirements. **The Employer shall respond no later than March 31st.**

**Vacation requests submitted after March 1st for the vacation period of May 1st to October 31st shall be approved on a first come first serve basis, as operationally feasible. Priority will be given to staff requesting a full week of vacation.**

### **20.11 Cancellation of Approved Vacation Time**

In the event that an Employee wishes to cancel all or part of an approved and scheduled vacation, they must provide **14 calendar days notice to the Employer prior to the first day of their vacation**. In the event that the Employee does not provide 14 days calendar notice, they will not be rescheduled for any shifts which they would otherwise have worked.

A reminder to all staff- it is important to schedule your time off in advance- even part time staff who do not accrue paid leave. If you have missed the March deadline we encourage you to submit your anticipated time off. As per Article 20.11, you may cancel with 14 days' notice.

A reminder to staff accepting new/change in positions- the Employer has agreed to allow any member who accepts a new/change in position, a two-week period to review their schedules and submit leave requests based on the new situation. Please discuss with your supervisors.