

CUPE Local 5596: Office, Clerical and Administrative Workers at Trillium Health Partners



CUPÉ 5596

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Introductions

- Organizer: Jonah Gindin
- Servicing Representative: Charlotte Karli
- First Contract Representative: Nancy MacBain

Land Acknowledgement

We acknowledge the lands which constitute the present-day City of Mississauga as being part of the Treaty and Traditional Territory of the Mississaugas of the Credit First Nation, The Haudenosaunee Confederacy, and The Huron-Wendat and Wyandot Nations. We recognize these peoples and their ancestors as peoples who inhabited these lands since time immemorial. The City of Mississauga is home to many global Indigenous peoples

CUPE Equality Statement

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

Discriminatory speech or conduct which is racist, sexist, transphobic or homophobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language and ethnic origin.

Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.

Discrimination and harassment focus on characteristics that make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society and in our union.

CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all persons deserve dignity, equality and respect.

MARK HANCOCK

National President

CANDACE RENNICK

National Secretary-Treasurer

What's happening with wage increases for Clerks/Admins?

- **Statutory Freeze:** S. 86(1) of the *Ontario Labour Relations Act*: The employer must not, except with the consent of the union (you!), alter any rates of pay or any other condition of employment, right, privilege, or duty until a Collective Agreement is reached. This includes continuing to provide things that were promised prior to unionization, for example a general wage increase. CUPE has sent a letter to THP asking for confirmation that Clerks will receive the promised 3% wage increase immediately. We won't hesitate to act if we think your rights have been violated.

Campaign steps



1

Sign a card!

Make a plan
for your
department



2

Two-way
conversation
with every
coworker to
build
majority
support and
unbreakable
solidarity



3

File
Application at
Ontario
Labour
Relations
Board (OLRB)!



4

Get out the
YES vote!
Show your
unity!

WIN your
union!



5

Elect
negotiations
committee,
decide
priorities and
negotiate
improvements.

Win your
collective
agreement

Who is CUPE?

Democratic decision – making

Local autonomy

Activist Union

Over 758,000 members Canada-wide

Structure: Sector and Equality Committees

Supports and Expertise: CUPE National Representatives

You are the union

Unions are
democratic !

Unions are democratic
institutions run by workers



You elect your leaders and
representatives



There are no “Union Bosses”,
just elected Union officers



Decisions are made by you –
the membership



Part of a Movement

- CUPE hospital workers campaign for increased funding, to stop privatization, for fair wage increases and respect for hospital workers.
- In CUPE you have **the strength of over 45,000 hospital workers** across the province standing with you to negotiate the best contract.

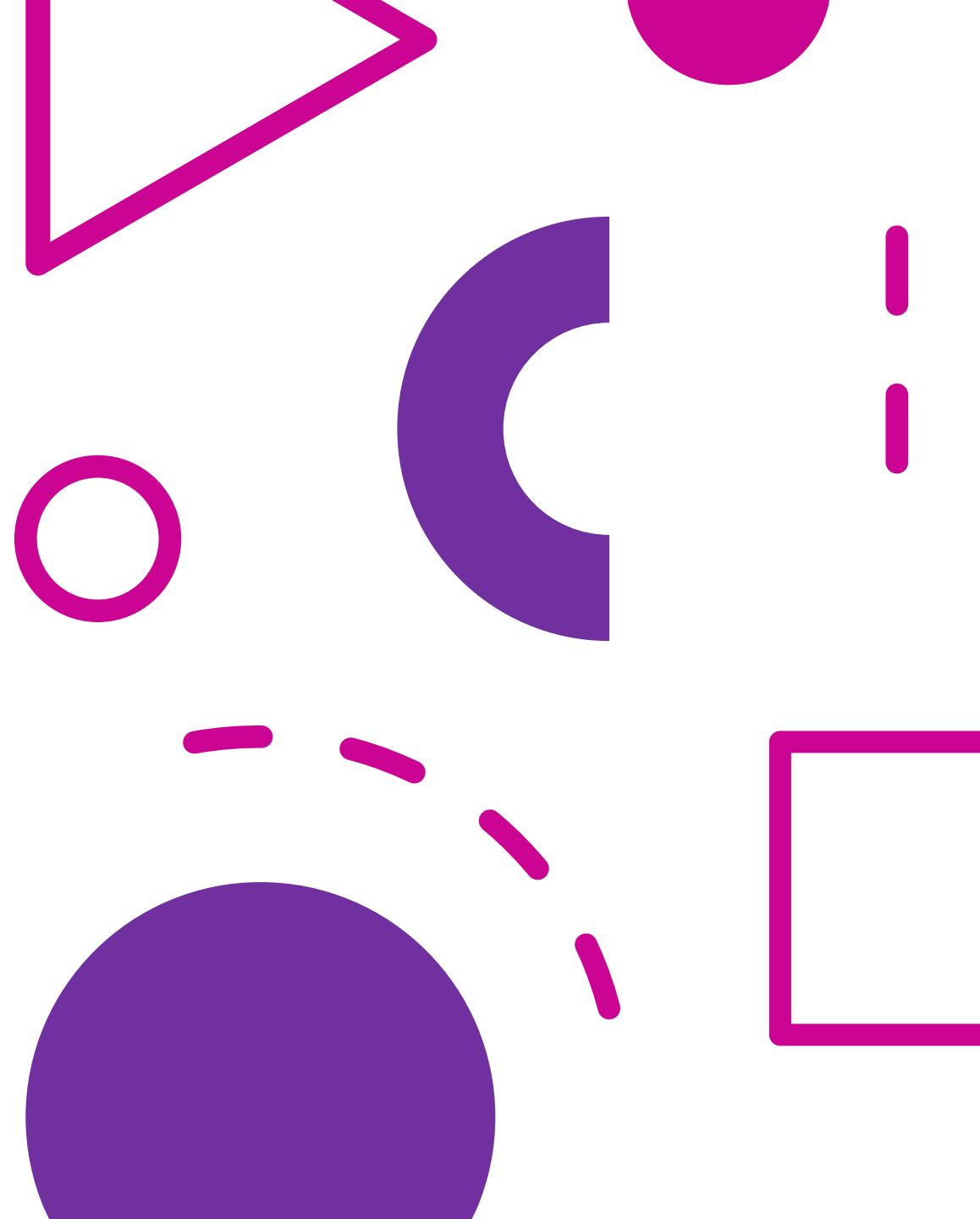
COLLECTIVE AGREEMENT

A Collective Agreement is a Unionized member's work contract. It is negotiated by the Union (you!) to protect members and to provide good wages and working conditions.

As a Union member it is also your right to uphold, follow and defend your collective agreement.

Why are clerical workers organizing a union?

- ✓ Power to negotiate ANNUAL wage increases, benefits, job security and seniority rights;
- ✓ Negotiate the best layoff protections in the hospital sector;
- ✓ Fair and transparent promotions, job assignments and hiring, including the ability to trial a new job for 30 days;
- ✓ Right to representation and a process in the event of discipline, discharge, health and safety issues, or denial of leaves, accommodation, job posting or transfers.
- ✓ A seat at the table in decision-making processes that affect your working conditions;



Negotiations for your 1st CA

Bargaining Committee and
Mobilization Committee



Survey Membership, Prioritize
Demands



Contract Campaign and Mobilization:
Stay Active and Organized!



Negotiate with the Employer



Show your Power, Win your demands

What are my rights?

- **Right to Representation:** For discipline or any other workplace issues you can reach out to your CUPE staff representative Charlotte Karli (ckarli@cupe.ca). Once you elect stewards, they will be a great resource for you in the workplace!
- **Statutory Freeze:** The employer must not, except with the consent of the union (you!), alter any rates of pay or any other condition of employment, right, privilege, or duty until a Collective Agreement is reached. This includes continuing to provide things that were promised prior to unionization, for example a general wage increase.
- **Just Cause Protection:** You are now covered by Section 12.1 of the *Labour Relations Act*, which states, "*the employer shall not discharge or discipline an employee in that bargaining unit without just cause during the period that begins on the date of certification.*" This means that you now have some job security and a protection that you only gain through unionizing.
- **Further Protections:** The *Labour Relations Act* also prevents the employer from interfering in the running of your union--including in the representation of members--and the employer cannot discriminate against you because of union activity and / or union membership.

What are my rights?

- If you think you are going into a disciplinary meeting, or are going to be terminated, reach out to your staff representative Charlotte Karli (ckarli@cupe.ca) right away!

How can I participate in my union?

- Regular meetings to share information about negotiations process
- Election of your:
 - Executive Board
 - Negotiations Committee
 - Mobilization Committee
 - Stewards
 - By-Law Committee
 - Trustees
- Elections: October 15th via electronic ballot emailed to all union members who have provided personal email (voting will be open for 48 hours).

Elections Process

- Nominations can be submitted in advance or made during the Oct 15th election meeting.
- You must be nominated and accept your nomination in order to run.
- Candidates will have up to 2 minutes for executive positions (President, VP, Secretary Treasurer, Recording Secretary, Site Lead Stewards), and 1 minute for other roles to address coworkers at Oct 15th meeting.
- Can accept nomination in writing to ckarli@cupe.ca and share video if you cannot attend Oct 15.
- Vote will be referendum by electronic ballot. Ballots will be sent to all Local 5596 members for whom we have a valid personal email address. Voting will be open for 48 hours.
- You can hold multiple positions (eg: Steward and Negotiation Committee member) but only one executive position (eg: You cannot be President and Lead Steward!)

Negotiations Committee (9 positions)

- Prepares proposals for a collective agreement based on the detailed input of all coworkers, communicates with and reports to coworkers about negotiations and is present for negotiations as part of the team. Will involve evening meetings, some weekend days, and span over several months. Each person on the committee will receive training in negotiations. *Please talk amongst your co-workers about who you would like to nominate to ensure good representation and voice from different sites, departments, classifications and status (full-time, part-time and casual).*

Mobilization Committee (as many as possible!)

- The mobilization committee will plan events, mobilizations and other ways for your coworkers to be engaged and participate in the negotiations process to show your power and unity to achieve a strong first collective agreement. You are only as strong as your total group engagement! *Like the negotiations committee, representation from all areas/shifts/classifications/status is essential.*

Stewards (Need representation across sites)

- **Stewards:** Union stewards support coworkers to solve workplace problems, stand up to management and to know the contract (once you have negotiated one!). You are the first point of contact for your coworkers! *As with the negotiations committee it's important to have representation from all sites, classifications, shifts and status. Ultimately, the number of stewards will be the subject of negotiations with the Hospital.*

By-laws Committee (no limit) & Trustees (3)

- **By-Laws Committee:** The By-laws Committee develops the structure and rules of your local union with the objectives of: protecting the rights of all members, providing for responsible governance, and involving as many coworkers as possible through sharing information, duties and responsibilities.
- **Trustees:** Trustees audit the financial records of the Local Union and exercise general supervision over all property and assets of the Local Union.

Executive Board

- **President (1):** The President chairs all meetings of the Local Union, appoints committees where there is no other method of appointment, is your public representative and approves payments as needed.
- **Vice President (1):** The Vice-President carries out the duties of the President if the President is absent, at the request of the President or when the President is unable to perform the duties.
- **Secretary Treasurer (1):** The Secretary-Treasurer keeps all financial records of the Local Union and keeps a correct record of all its members.
- **Recording Secretary (1):** The Recording Secretary keeps correct, full and impartial minutes of all membership meetings and all meetings of the Executive Committee, among other duties.
- **Lead Stewards (3):** Site Lead Stewards for each of Credit Valley (1), Mississauga (1), Queensway/WFH/other locations (1). Site Lead Stewards shall oversee all grievances and provide direction and advice to Stewards.
- *Further positions may be created as needed once your by-laws have been completed and approved. Elections for those positions, if any, will be held at a future meeting.*

The Plan to Win for Trillium Clerical and Administrative Workers!

- Continue to build **unbreakable solidarity** among a majority of coworkers across all THP sites and departments!
- Show unity and strength going into your negotiations: you will win!
- Unite THP Clerical and Admin workers with the 3,000 CUPE service staff at THP and the over 45,000 CUPE hospital workers in Ontario for maximum strength!
- Bargaining power in the hospital sector = power to affect funding and policy on hospitals, power to raise the floor for all hospital workers with your voices front and centre

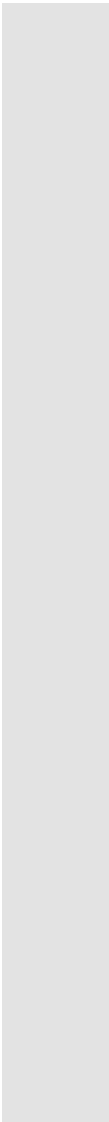




The Oath to Each Other

- The CUPE Constitution asks that all new members take an oath to become a member. Here is the Oath:

“I promise to support and obey the Constitution of this Union, to work to improve the economic and social conditions of other members and other workers, to defend and work to improve the democratic rights and liberties of workers and that I will not purposely or knowingly harm or assist in harming another member of the Union.”





*Welcome
to YOUR
Union*

Q & A

*Please email Staff Representative Charlotte Karli,
ckarli@cupe.ca with questions.*