

# SETTLEMENT

**THANK YOU FOR YOUR SUPPORT FOR THE BARGAINING CAMPAIGN!**

## HOSPITALS DID NOT WIN ANY CONCESSIONS

The hospitals had asked to cut the **part-time percentage in lieu of benefits** from 14% to 10%, if an employee joined the pension plan. There will be no reduction in the part-time percentage in lieu.

The hospitals had asked to eliminate **chain bumping** and make **seniority** departmental rather than bargaining unit wide. There are no changes to job security.

The hospitals had asked to reduce **sick pay**. There is no change to sick pay.

The hospitals had asked to increase the **employee share of benefits** payments from 25% to 50%. There is no change.

The hospitals had asked to make **seniority** a secondary factor on **job posting**. There is no change.

Despite many concession demands, there are **no concessions** in this settlement.



**You did it! No Concessions!**

**Wage increases retroactive to Sept. 29, 2017**

Wages will increase by 1.4% effective September 29, 2017.

Retroactivity will be paid on a separate cheque within 3 pay periods. PT will receive the percentage in lieu of benefits on this retroactive pay.

Wages increase again by 1.4% September 29, 2018.

Wages increase again by 1.6% September 29, 2019.

Wages increase again by 1.65% September 29, 2020.



**Your support in a common front with the members of other unions made this possible**

More members participated in April 11 sticker day that we have ever had participate in any other workplace event sponsored by the union. Almost every member joined this quiet protest.

Thousands also rallied April 18 outside their hospitals and long term care facilities.

CUPE members were joined by members of SEIU and Unifor across Ontario at 150 public hospitals and 7 long term care facilities.

Together we formed an alliance of 75,000 members.

Your support propelled the union into bargaining April 21/22 and a settlement was achieved.

Now we have glimpsed our strength. In the next round of bargaining much greater gains are possible, with your support and in partnership with our sister unions.

**Union breaks through on violence: hospitals agree that we “share a goal of a workplace free of violence” against staff**

One of the areas where the union made gains in this round of bargaining was in the area of violence.

68% of direct care staff reported assault at least once last year. 42% were sexually harassed or assaulted.

The union has made gains in the area of violence, with the most comprehensive violence language in a central hospital collective agreement in Ontario.

It’s not enough to stop the violence, but it is a step forward.

We have a settlement in CUPE central hospital bargaining. Full details:

**TELECONFERENCE CALL**

**MAY 1, 7:30 PM EST**

The union will call you at home Tuesday May 1 at 7:30 pm EST

A recording of the call can be heard from May 2 at [www.ochu.on.ca](http://www.ochu.on.ca) if you can’t join

