

# YOUR QUESTIONS ANSWERED

## **I'm worried that there will be layoffs because of the merger. Isn't OPSEU's layoff language better than ours at St. Mike's?**

Actually, right now employees who are represented by OPSEU at St. Joseph's have no layoff provisions whatsoever. The employer can eliminate any jobs that they want and are not obligated to offer St. Joseph's lab staff voluntary exit offers or provide notice to the union. They can also lay off any employee and senior employees don't have more rights than junior employees. This lets St. Joseph's lay off any employee they want. There is no provision to allow for bumping, no re-education allowance, no recall rights.

Those provisions would all be contained in a Collective Agreement, which OPSEU does not have at St. Joseph's. In the year that OPSEU has been representing members at St. Joseph's, they have not tried to bargain for those rights to protect their members. They won the right to represent those employees but they haven't bothered to do much since.

After the PSLRTA vote is over, the winning union will have to agree to layoff provisions with the hospital. They'll likely be a choice between OPSEU's layoff provisions at St. Joseph's (they have none) and those found in our Collective Agreement (4 months notice to the union, 3 months notice to employees, bumping rights, voluntary exit offers, recall rights and the obligation to negotiate with the union to offset the impact of the layoff et cetera).

## **What is going to happen to my seniority and job postings after the vote?**

The two unions are taking very different approaches to seniority and all of the things that flow from it, like bumping rights and job postings. LIUNA Local 3000 has spent the last several months canvassing our membership and analyzing what's happening in the workplace. In response, we already have drafted the language that we are going to fight to achieve for our members. Of course, after the vote we'll make sure that we get feedback from our new St. Joseph's members as well. But so far, the response has been consistent and overwhelming.

Our members told us that it's important to them to protect the work of each site and to ensure that members at both hospitals have better access to new jobs. At the same time as their existing jobs are protected, they want protection from being forced to work at another site. Our members also told us that they want to ensure that employees at either site, who have diligently worked in the hope of promotion, continue to have the same opportunities as before the merger.



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**CONTACT**  
[www.liuna3000.ca/pslrta/](http://www.liuna3000.ca/pslrta/)

Charlene Nero | LiUNA 3000 Grievance Officer  
(705) 828-3079 | [cnero@liuna3000.ca](mailto:cnero@liuna3000.ca)

Jessica Anderson | LiUNA 3000 Organizing Coordinator  
(226) 402-0016 | [janderson@liuna3000.ca](mailto:janderson@liuna3000.ca)

We've already shared sample bargaining language with our members in our Q & A. Please check it out at [http://www.liuna3000.ca/wp-content/uploads/2018/08/QandA-1-to-Patrick-R\\_Page\\_1.jpg](http://www.liuna3000.ca/wp-content/uploads/2018/08/QandA-1-to-Patrick-R_Page_1.jpg).

We knew that seniority and job protection were among the biggest issues for our members at St. Michael's, so we took the time to talk to them and figure out the best way to protect their interests. It doesn't appear that OPSEU is on the same page. Here is their response:

*St. Joe's, St. Mike's and Providence are no longer considered separate entities. Therefore, when a job is posted, all members from any location are given equal access and ability to apply.*

They go on to say that they might ask for something different if the members said they wanted it. Our question to OPSEU is, why haven't you already asked what your members want?

LIUNA Local 3000 is not waiting until we see the vote results to start working for our members. We're working for them every day and we're ready to hit the ground running the day after the vote to make sure we're responsive to the needs of all of our members. That's the advantage of strong, local, on-site representation.



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