

# LIUNA Local 3000 vs. OPSEU: SHOW ME THE MONEY!

Your Union is as good as the representation it provides. A big part of that strong representation is the respect you receive through the wages you earn. And with LIUNA Local 3000, the wages you earn beat OPSEU's Central Contract by a mile. Here are some examples.

## MLTs and Cath Lab Technologists earn \$78,195 more

In the first 5 years, our technologists earn \$62,322 more than OPSEU's; after 7 years that amount rises to \$78,195. That's because we've won a shortened three-step grid. For most part-timers, our collective agreement has meant getting to the top wage rate twice as quickly as before and more than twice as quickly than for those employees covered by OPSEU Central.

	OPSEU Central	CNFIU, LIUNA 3000	OPSEU Annual	LIUNA Annual	LIUNA over OPSEU
<b>Start</b>	\$31.32	\$37.78	\$61,074.00	\$73,671.00	<b>\$12,597.00</b>
<b>Yr 1</b>	\$32.53	\$39.05	\$63,433.50	\$76,147.50	<b>\$12,714.00</b>
<b>Yr 2</b>	\$33.89	\$40.72	\$66,085.50	\$79,404.00	<b>\$13,318.50</b>
<b>Yr 3</b>	\$35.24	\$41.99	\$68,718.00	\$81,880.50	<b>\$13,162.50</b>
<b>Yr 4</b>	\$36.59	\$41.99	\$71,350.50	\$81,880.50	<b>\$10,530.00</b>
<b>Yr 5</b>	\$37.93	\$41.99	\$73,963.50	\$81,880.50	<b>\$7,917.00</b>
<b>Yr 6</b>	\$39.28	\$41.99	\$76,596.00	\$81,880.50	<b>\$5,284.50</b>
<b>Yr 7</b>	\$40.62	\$41.99	\$79,209.00	\$81,880.50	<b>\$2,671.50</b>
		<b>At 5 Yrs</b>	<b>\$330,661.50</b>	<b>\$392,983.50</b>	<b>\$62,322.00</b>
		<b>At 7 Yrs</b>	<b>\$806,013.00</b>	<b>\$884,266.50</b>	<b>\$78,195.00</b>

The same trends are mirrored across job classifications.

For example, our **Lab Technicians**, earn around \$2,000.00 per year more than OPSEU's in their first 4 years.

Even more impressively, our **Vascular Ultrasound Technologists** earn \$95,862.00 more than OPSEU's in their first 8 years.



**Strong, local, on-site  
representation.**

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## OUR PHLEBOTOMISTS ARE NOT SECOND CLASS CITIZENS!

In OPSEU's Central Agreement, **Phlebotomists** earn significantly less than Core Lab Technicians. At St. Michael's, we've fought to maintain wage parity for all technicians and to give all technicians access to jobs on the Floors, in the Collection Labs or in Receiving and Core Lab.

In their first 5 years, our Phlebotomists earn \$25,135.50 more than their OPSEU counterparts. Over 10 years, that number increases to \$47,833.50. And each year, our Phlebotomists earn \$3,783.00 more. Over a thirty year career, that's \$123,493.50 more under LIUNA Local 3000.

## BUT DON'T ST. JOSEPH'S STAFF EARN MORE THAN US?

In many classifications, the Lab staff at St. Joseph's have a higher top-rate than we do at St. Michael's. There may be a tendency to compare the top wages at St. Joseph's with St. Michael's LIUNA rates, when assessing union effectiveness. However, that slightly higher rate has nothing to do with OPSEU.

St. Joseph's has traditionally maintained rates slightly above the standard, in order to discourage its employees from unionizing. This practice is a big part of the reason that none of the Allied Health employees at St. Joseph's were ever unionized. The wages at St. Joseph's are slightly higher than ours but they're also higher than the OPSEU Central rates. The higher pay rates at St. Joe's are not higher because of OPSEU, but because of their efforts to keep employees from unionizing.

It's also worth remembering that the wages at St. Joseph's are higher at the top end but they begin at a lower rate and the progression through the wage grid takes much longer. Lab Technicians, for example, start \$1,384.50 below where LIUNA Lab Technicians start. And the start rate for Lab Technologists is \$6,396.00 lower.

Our goal in bargaining will be to harmonize the top-rates with St. Joseph's rates and maintain our three-year grid. And we won't settle for anything less than that. If necessary, we'll go to arbitration to make our case.

Judge us on our record. When St. Michael's joined our Union, their wages lagged far behind OPSEU Central's. Within two years of unionizing, we had caught up to the OPSEU top-rate but maintained our much shorter wage grid to get there. That's why our members earn so much more early in their careers. We'll bring the same tenacity and commitment to bargaining after the PSLRTA.



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