



OPSEU ONTARIO'S UNION FOR **CHANGING** TIMES

PROFESSIONALS NEED UNIONS





Professionals need unions

More than 25,000 OPSEU members are covered by professional regulatory colleges in health care and social services.

There is no conflict between being a member of a regulated profession and a member of a union. The regulatory college protects the public; the union protects the professional.



OPSEU understands professionalism

There are huge pressures facing our professional members. Short staffing, organizational mergers, workplace restructuring and chronic underfunding are just a few.

OPSEU's health and social service professionals take great pride in the high standard of client care they provide, and it is rare for one of them to face a problem with their college. But members of regulated professions may be more vulnerable to work-related complaints than other workers.

If that happens, OPSEU is there to help.

Skilled representatives offer:

- Support through the complaints process;
- Preparation of written submissions to executive, complaints, fitness to practice and registration committees;
- Negotiation of settlements where possible and appropriate; and
- Appearance before discipline committees.



This service is a benefit OPSEU offers to its professional members.

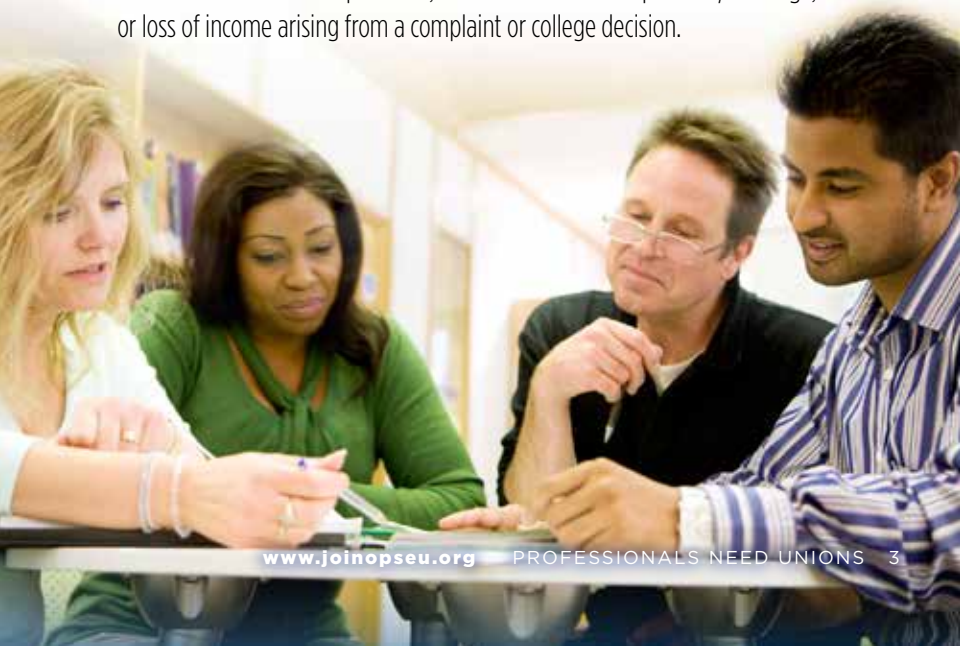
OPSEU has successfully represented members facing allegations of boundary violations, misappropriation of drugs and medical errors. We have supported members accused of physical, emotional abuse or whose capacity to perform their work has been questioned.

OPSEU understands the importance of professional standards, and at the same time is committed to the belief that a worker is innocent until proven otherwise.

Just as a grievance procedure enforces the collective agreements reached through negotiations, support in dealing with professional colleges enforces a member's right to due process when facing a challenge to their professional livelihood.

There are limits to OPSEU's involvement.

If you have legal insurance coverage through your professional association, OPSEU expects you to use those resources first, and then OPSEU will see what further support it can offer. OPSEU does not indemnify or reimburse members for costs associated with penalties, fines or other costs imposed by a college, or loss of income arising from a complaint or college decision.



If you are named in a complaint from your regulatory college:

- Contact your local president, steward, or the nearest OPSEU regional office as soon as possible. Timelines can be tight.
- Make notes about your involvement in the case.
- Assemble any material you think might be relevant.

Until you receive advice from the union:

- Do NOT speak with a college official about the complaint.
- Do NOT sign any release form (medical or otherwise).

The college has its job to do; so does the union.

OPSEU's job is to support and protect members facing a complaint.

It is a service we provide to our professional members, along with the advantages of collective bargaining, knowledge of health and safety, human rights expertise and the many other benefits the union provides to all its members.







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To reach an OPSEU organizer:

from the Greater Toronto area: 416-443-8888

from anywhere in Ontario: 1-800-268-7376

2550 Victoria Park Ave., Suite 400, Toronto, ON M2J 5A9

www.joinopseu.org