



OPSEU SEFPO Leads Leadership Matters

CENTRAL BARGAINING

The truth about OPSEU's strength in Central Bargaining compared with ONA's ability to bargain for allied health professionals. Since 2000, the Lakeridge ONA allied bargaining unit has been a follower of the OPSEU Central Standards. Here's a timeline with highlights from the last seventeen years of negotiations.



ONA follows

December 2000: Social Workers and Respiratory Therapists join ONA.

December 2002: ONA's "yet-to-be-determined" first contract expires.

April 2003: ONA members get an arbitration award as a stop-gap measure to settle their **first contract**. ONA had asked for nurses' central agreement wage grids, but the arbitrator made it clear that **"the broader OPSEU negotiations will produce greater clarity about wage rates before a renewal of this agreement is negotiated."**

It takes 2 years and 4 months to get a first contract that is already 4 months expired.

ONA follows

In their second round of arbitration, **ONA asks to follow** the OPSEU wage rates (as of January 1, 2003).

December 2005: "yet-to-be-determined" second contract expires.

June 2006: arbitration award settles second contract. The arbitrator gives ONA the **OPSEU rates of pay**, but only **as of October 1, 2005; NOT RETROACTIVE TO WHEN OPSEU MEMBERS RECEIVED THE RAISE**. This delays wage increases for **ONA members by 3½ years, costing them thousands in lost wages and benefits.**

It has also now taken **3½ years to get the second collective agreement**, which by this time is already 6 months expired.

ONA follows

December 2008: third contract expires.

December 2010: fourth contract expires.

May 2011: arbitration award settles **fourth contract**.

It takes **2½ years to get fourth collective agreement** that is already 5 months expired.

Arbitrator awards the OPSEU Central Wage Standard for ONA to follow.

ONA follows

October 2013: arbitration award settles **fifth contract**.

It takes **2 years and 10 months to get fifth collective agreement**.

Once again, the **arbitrator awards the OPSEU Central Wage Standard for ONA to follow.**

Dec. 2000

Dec. 2002

April 2003

Aug. 2003

Dec. 2005

June 2006

Dec. 2008

Dec. 2010

May 2011

Oct, 2013

As part of central bargaining, the negotiations between OPSEU and the Ontario Hospital Association lead and improve the standards for allied health professionals provincially.

While ONA awaits a first contract, OPSEU's pending arbitration decision will raise the bar for all allied health professionals.

OPSEU leads

August 2003:

OPSEU is awarded a **7 per cent wage increase** for Registered Technologists and all classifications "above RT," retroactive to April 1, 2002. A further increase of **6.6 per cent, removal of lowest step on wage grid, and another 3 per cent increase on highest step on wage grid** is achieved for other classifications, retroactive to April 1, 2003.

OPSEU employees are paid large retroactive pay.

OPSEU leads

As of 2006: OPSEU members have enjoyed wage and benefit increases for 3½ years; ONA members have not.

ONA's representative on the board of arbitration complains about ONA's June 2006 award because, **"the wage issue, which if it were governed by the Participating Hospitals and OPSEU award, would have been decided in accordance with that provincial standard...this is an extraordinary delay where [ONA] members are asked to absorb significantly lower wages than their provincial counterparts."**

OPSEU leads

OPSEU continues to be the **leader** in setting and improving wage standards.

It is the central pattern established by OPSEU, which is repeatedly awarded to ONA in arbitration.

ONA's arbitrator references OPSEU's leadership in his 2011 arbitration award: **"This is a pattern-following agreement. Accordingly the OPSEU Central award of arbitrator Gray providing for increases to the classifications covered by this collective agreement must be applied [to ONA]. In addition, a catch-up increase of .25% effective January 1, 2010 in order to restore the parity relationship with the OPSEU Central wages will also be awarded."**



Be a leader...not a follower.