



WHY JOIN HPD CENTRAL BARGAINING?

The Hospital Professionals Division Executive is urging every bargaining unit that is not currently a participant in Central Bargaining to strongly consider participating in the next round. There are many reasons why this would be beneficial for both your bargaining unit and the Division in general.

1. Focus the Power

We have power when we are in bargaining. We have the power to shape the terms and conditions of our employment. We are dealing with the same funder (Ministry of Health), with similar employer agendas in the workplace. A united front is better able to confront these forces and achieve our objectives. Going it alone brings with it the risk of being isolated and achieving less. Central bargaining will be even stronger as more bargaining units join.

2. The Central Language Sets the Industry Standard

The past several rounds of bargaining have been very successful in raising our central standards. There have been many improvements, for example, wage increases that exceed the norm in each round, as well as gains in benefits, vacation, job security, call-back and other premiums, health and safety, and in many other areas.

Historically, bargaining units that do not participate in central bargaining “chase” or “follow” the improvements achieved at the central table. Moreover, both hospitals and arbitrators are unlikely to bargain or award improvements that exceed the standards set at the central table. As such, it stands to reason that if units are not able to better than central in their local negotiations, they can only do better if they join central.

3. Central Pay Equity Process

OPSEU/SEFPO and the Participating Hospitals are in the process of negotiating a central pay equity plan. A condition for participation in the process is that the bargaining units and hospitals have to be participants in the central collective bargaining process. Bargaining units and hospitals that



remain outside of central bargaining will have to negotiate pay equity locally, a process that will involve additional resources and delay.

4. Better Profile and Resources

A stronger Central process would bring greater public attention to our professions, the importance of our work and our issues. Strong central bargaining allows us to focus our central resources better, such as collective bargaining, communications, advertising and mobilizing. It builds our profile province-wide as well as locally. This makes it harder for our issues to get pushed aside. It makes it harder for the employers and provincial government to ignore us.

HOW DO WE JOIN HPD CENTRAL BARGAINING?

To join the central bargaining process, the following steps must be undertaken:

1. The members in your bargaining unit must vote in favour of joining the central process.
2. The Employer must be willing to participating in Central Bargaining. Central bargaining is a voluntary process. Both the Union and the Employer have to agree to participate. As a result, if one party is not agreeable, it is not possible to join central.
3. As per Article 26.02 of the central agreement, parties wishing to join the central process must hold negotiations to determine, if any, superior provisions that will be included in a superior conditions appendix. Superior provisions are items that provides a greater right or benefit than the corresponding provision in the central agreement. For example, your local agreement may provide more annually for a particular health benefit. For more information on the central bargaining process, please speak with your staff representative.
4. All of these steps must be undertaken prior to October 2021.