

WORKING IN SOLIDARITY

CUPE 1943 AND CUPE 1909

This is a joint newsletter between CUPE 1909 – Ross Memorial Hospital and CUPE 1943 – Peterborough Regional Health Centre. We are working together to produce this newsletter at the beginning of every month so that workers at Ross Memorial and Peterborough Regional can receive up to date, authoritative and consistent information about the potential merger of the two hospitals.

MERGER UPDATE

A final decision still has not been made, and the proposed integration is subject to ongoing due diligence, stakeholder engagement and approvals by the Boards of both RMH and PRHC; by the Board of Directors of the Central East LHIN; and by the Ministry of Health and Long Term Care.

Our two hospitals have been working together for many years to jointly deliver excellent care for the region's patients. Partnerships and collaborations between the two organizations already exist in such areas as diagnostic imaging, lab medicine, dialysis services, mental health, obstetrics and pediatrics, ophthalmology and orthopedics.

Community reaction to the merger has been mixed. The Ontario Health Coalition recently organized a lunch hour rally in opposition to the proposed merger at the RMH on October 29th, 2018. The health coalition feels that the merging of the two hospitals can bring no good to either community. The Health Coalition believes when the two sites merge, that services will be rationed between the two sites in order to avoid the duplication of services. This means ultimately that patients will have to travel further to receive care they may already be accessing closer to home.

STAY INFORMED!

To help us provide up to the minute information about the potential merger, CUPE 1909 and CUPE 1943 are also contributing to www.cupehospitals.ca. This central website has all the information you will need to understand what will happen during a merger process. Here you will be able to find the most detailed information about hospital mergers and the Public Sector Labour Relations Transition Act (PSLRTA) process. There will be full explanations about what happens to your collective agreement, seniority, job security etc. should the two hospitals merge.

The committee is not aware of any upcoming talks or meetings regarding the proposed merger. As new information becomes available, we will do our best to keep you updated.



SENIORITY/SERVICE

We want our members to know that you cannot lose your seniority, that's the law. The public sector labour relations act (PSLRTA) is a piece of the legislation that governs hospital mergers. PSLRTA ensures that you will not lose your seniority and requires that seniority of all employees from the pre-merger unions be "dove-tailed". In other words, it means that seniority lists from both unions are combined.

The seniority of all employees will be based on the common definition of seniority of the successful union and applied equally to everyone in the bargaining unit. CUPE's seniority is calculated from date of last hire for full time and 1725 hours equals one year for part time employees. Seniority for all employees transfers over when going from part time to full time or from full time to part time.

After a representation vote, the employer will merge the seniority lists so that there will be one seniority list and they will be required to post the list for a period of at least 30 days so that employees have an opportunity to ensure their seniority date appears correct on the new list. If there are any issues with seniority dates, the employee will let the employer know so that the necessary corrections can be made.

IMPORTANT DATES

Nov 7 - CUPE 1943 General Membership Meeting. 7pm.
W4919

Nov 13 - CUPE 1909 General Membership Meeting. 6pm.
Lindsay Boys & Girls Club.



CUPE 1909

Ross Memorial Hospital Workers

RUMOUR BUSTING

Q: In the event of a merger, will there be layoffs?

A: At this point, hospitals are not predicting job losses. In the event this changes, your collective agreement provisions regarding layoffs would take effect.

Q: Will I/can I be forced to work at both sites if merger goes forward?

A: At this point in time there is no clear answer to this question. Information will be communicated as we learn more on this process.

If you have any questions or concerns, contact a cupe ambassador at your site and we'll try to address/answer in a future newsletter.



Your Newsletter Committee: Jessica Hill, Susan Keeling,
Heather Nugent, Amanda Lewis

CUPE AMBASSADORS

CUPE 1909

Maggie Jewell
Melissa Lotton
Heather Nugent
Paul Morasse
Joanne Head
Janet Sheehey
Kevin Keenan
Sarah Hudson
Jen Worsley-Giroux
Travis Storey
Dan Parks
Kathy Johnson
Jody Maechel
Tamara Jones
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Michelle Thomas
Kelly Tatchell
Sandy Wisnieski

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Susan Keeling
Carol Brundage
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Gillian McKee
Doug Given
Lisa Barker
Dana Kennelly
Ben Gosselin
Mark Jones