

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

Community engagement regarding the integration exploration has been put on hold pending the review of new information by both hospitals. No decision of integration has been made at this point. The boards will be providing further information and direction in the upcoming weeks. The public town hall meeting in Lindsay was recently cancelled, and at this point in time no further public meetings have been scheduled in either location. The Ontario Health Coalition recently held public meetings in both locations regarding their concerns with the potential merger and its impact on the services being offered in each community.

We know that there is a lot of uncertainty at this time. Sometimes this uncertainty can lead to a lot of rumours and misinformation spreading around. This newsletter aims to clear up some of that misinformation and dispel any rumours, so that we can all be on the same page with information about the merger process as it unfolds.

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.



WHAT IS WAGE HARMONIZATION?

After a merger under PSLRTA all workers get the successful union's seniority, lay-off, recall and bumping, job posting and grievance provisions. All other components of the two unions' collective agreements - including wages - must be negotiated in something called a composite collective agreement.

Negotiating a single wage grid for all members of the newly merged union is called "Wage Harmonization" Wage Harmonization is completed after the PSLRTA vote. CUPE has a great track record of harmonizing wages to the highest rate in all job classifications. CUPE has never lost an arbitration on bringing all wage rates to the highest level.

For example: If the same classification exists at both sites, but currently one site receives a higher wage, job harmonization would take effect and CUPE would negotiate all workers up to the higher wage rate.

For more detailed information on Wage Harmonization, please visit cupehospitals.ca

IMPORTANT DATES

Oct 3 - CUPE 1943 General Membership Meeting. 7pm.
W4919

Oct 9 - CUPE 1909 General Membership Meeting. 6pm.
Lindsay Boys & Girls Club.

Oct 23 - Rally at Queen's Park to defend public health care. Details about transportation at local GMM



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: What happens to my seniority in the event of a merger?

A: Both sites seniority lists are combined

Q: If I currently work at both sites, what happens to my seniority in the event of a merger?

A: This would be a discussion/negotiation between the union and the employer. At this time there is no concrete answer. As information becomes available to the union, it will be provided.

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.

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.

CUPE AMBASSADORS

CUPE 1909

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