

BARGAINING BULLETIN

Bill 124 Court Decision / Bargaining Update

Appeals Court upholds Nov. 2022 court decision that Bill 124 is unconstitutional

The Ontario Court of Appeal ruled February 12 to uphold the decision of the Superior Court made on November 2022 that Bill 124 is unconstitutional.

On the same day Premier Ford announced that the government would not appeal the decision to the Supreme Court and will move to withdraw Bill 124.

This means gains made in the wage re-opener last year (4.75% and 3.5% wage increases in 2021-22 & 2022-23) will not be clawed back & that the results from the coming central arbitration award (see column on right) will not be challenged.



Activists Pam Parks (l. 6461) with postcard, Rabel Woldeselassie (l. 5451), Kevin Cook and Santo Cimino (l. 786) at Queen's Park rally protesting Bill 124 in 2022

Bargaining will go to arbitration

OCHU-CUPE and the Ontario Hospital Association (OHA) have agreed to an expedited arbitration process which will take place on March 21. A decision setting out the terms of the new contract running from September 2023-September 2025 is expected in early May.

In bargaining the OHA asked for many significant concessions to your basic workplace rights, but almost all of these concessions were withdrawn Feb. 7.

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Membership Poll Shows High Levels of Exhaustion, Anxiety

A poll of CUPE’s members in the hospital sector, conducted by the respected public opinion company NANOS, shows:

- **high levels of exhaustion** (62%)
- **anxiety** (49%)
- **trouble sleeping** (44%)
- **dread of going to work** (41%).
- **considering leaving their jobs** (43%)
- **have no confidence in the healthcare policy of the provincial government** (79%)

This mental health crisis will only improve when we add staff.

Bargaining will go to arbitration

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Among the issues which will go forward to arbitration are:

Shift and weekend premiums

Wages

New coverage for orthodontia and dental implants

Increases to chiropractic services and massage therapy

A Health Spending Account of \$1,000 which could be used for any health spending you decide - like a gym membership or acupuncture or holistic medicine, for example

Benefit coverage for employees over the age of 65 who are still working

The hospitals are asking not to have to offer a voluntary exit or retirement package if offering that package does not create a vacancy for the purposes of avoiding a layoff