

INFORMATION SHARING TELECONFERENCES -- MEETING NOTES -- Monday, December 9, 2019 8:30 am - CONFIDENTIAL

1. Welcome and review agenda

- Michelle Palmer welcomed everyone and reviewed the meeting agenda.

2. Meeting Format Information

- These teleconferences are very confidential. Notes are taken; however, they will not be distributed, nor to be printed. They are posted, for online viewing only, on the OASIS LR secure website and on Community Living Ontario's EZnet. For assistance viewing these please contact Dave Ferguson at dferguson@ocapdd.on.ca (for OASIS) or Chris Beesley at chris@communitylivingontario.ca (for Community Living Ontario).
- To ensure a clean, clear line please mute your phone when you are not speaking. To do this please press * followed by the number 1. To un-mute press *, again followed by 1.
- PLEASE DO NOT PUT THE CALL ON HOLD or PARK.
- We will start with Provincial updates and then call on only those with an open collective agreement.
- ***UPDATE: Please note that the beeps for people joining and leaving the conference call were removed. We have a large number of participants on these calls and the constant beeping was not only annoying (especially on a Monday morning), it also made hearing the conversations difficult. So, we just want to let everyone know, in case you are wondering what happened to the beeps.***

3. Provincial Network Update – Dave Ferguson

- There have been a couple meetings since the last call. Much of the discussion focused to lead up to the Oct. 30-31 Information Session & Conference. Five people connected to the Provincial Network went to BC in late September to meet with the BC CEO Network (smaller version of OASIS) and discussed sharing of information and possible collaboration.
- At the last meeting in November Rupert Gordon, ADM, Community Services, MCCSS and his group from the Ministry attended the meeting and is committed to attend the next few meetings (January, February, March) to continue the discussions and collaboration. This has been the first time Ministry reps attended the meeting after not attending for approx. 1.5 years. A presentation was done on the revised SOR website.

4. OASIS Update – Dave Ferguson

- Meeting was held last week; Ron Pruessen attended and presented on the final report and recommendations from the Housing Task Force. The Day at the Legislature on Nov. 20 went very well; all three parties were represented. Discussion occurred preparing a pre-budget communication in collaboration with the Provincial Network and Community Living Ontario.
- Ursula Rehdner from Aptus Treatment Centre joined the OASIS Labour Relations Committee as the fourth member; she will start in the New Year.

5. Workforce Stability/Development Services Advisory Group (DSAG) – Dave Ferguson

- No update.

6. Provincial Network HR Committee Update – Eugene Versteeg

- Ontario DS HR Forum will be held on March 3-4, 2020 at Toronto Holiday Inn – please register as soon as possible, to secure your spot. Thank you to the Planning Committee and to those who submitted presentations – it looks like it will be a great and very informative event! There is a call for Nomination for Outstanding Direct Support Professional and Agency Leadership – please look out for the emails coming out through the list-serves and in CLO's Update Friday.
- Next meeting HR Committee meeting is scheduled for early January 2020.

7. Community Living Ontario Update – Chris Beesley

- No update.

8. Non-union Agencies' Update – All non-union agencies

- Nothing at this time.

9. Other items – Michelle Palmer

- Next call: **February 3, 2019 @ 8:30 am.** These teleconferences are currently held every four weeks, until further notice.

10. Alphabetical listing of agencies – Michelle Palmer

- Agencies with an open collective agreement provided updates (see below).

Call adjourned at 9:10 am.

Association, Contact	Present	Contract Expiry, Union	# Union Staff	# People Supported	Demands	Important Dates	Wage Increase Negotiated	Comments
Access Better Living Inc. & Cochrane Temiskaming Extend-a-Family , Carol MacKinnon (ED)	No	Mar. 31/19, OPSEU						
Access Community Services , Carol Blaind (ED), Kimberly McGlashon (Business Manager)	Yes	Dec. 31/19, OPSEU	90	39 Group Home 2 Treatment Beds 31 SIL 85-100 APS Clients				Three bargaining dates have been set.
Aldaview Services, Tri County Mennonite Homes , Elizabeth Klassen (ED), Jenny McGeachy (Dir. of HR)		Not unionized Long term care division OPSEU	66 non-union staff			Mar. 2/10 Staff voted NO to OPSEU (33 NO, 28) May 2013 – OPSEU is once again trying to organize. They currently have 40% cards signed. Trying to make job security an issue.		No active union activity – things seemed to have settled down since a drive to get cards signed in the spring. Many of those driving the issue chose to leave – we think they realized they did not have support from their colleagues.
Alternatives Community Program Services , Vikki Etchells (ED)		Not unionized						

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AISO (Association pour l'integration sociale d'Ottawa) , Patricia Dostie (ED), Sylvie Vernier (Dir. of HR), Charlene Commarmond (HR Coordinator)		Mar. 31/20 CUPE	128 total 53 FT 32 PT 42 casual	266 total	Establishment of a joint workload committee. Monetary: increase salary supplement for benefits of PT staff from 3% to 5%, for FT workers more holidays faster, and for PT and casual staff higher percentage for paid holidays faster. Pension fund contribution increase from 3% to 5%. Higher mileage and employer to pay the higher insurance cost. Monthly report to union on passport funding dollars.	Jan. 10/18 Notice to bargain May, June/18 Negotiation Sept. 13/18 Exchange proposals Sept. 18-Nov. 17/18 eight meetings Nov. 29/18 Ratified agreement after 9 days of negotiations	Year 1: Lump-sum payment of 2.5% based on gross earnings according to the salary for the year 2018 OR a minimum of \$300 in the case where the calculation is below this amount. Choice of 1 or 2 payments offered. If 2 payments: a first on December 20 and a second on January 31, 2019. If 1 payment: pays on January 31. Year 2: effective April 1, 2019, increase of 1% of wages. The Union is aware we do not have this money and that we will have to find it somewhere. Mileage above 5,000 km will be reimbursed at 52¢/km (from 50¢), and below 5,000 km at 48¢/km (from 46¢).	National CUPE advisor attended but may be assigned somewhere else later. Year 2 (cont'd): PT staff will receive a supplement to their gross salary on each pay as benefits. Employees with this status for less than 3 years = 3%; those older than 3 years = 3.5. In the expired agreement, these part-time employees, regardless of their number of years of service, received 3%. PT and casual staff will accumulate vacation faster. Effective December 15, 2019, a 0.25% increase on employees' and Employer's contributions for MSPP (from 3 to 3.25%).
Alice Saddy Association , Bud Carter (ED)								
Anago (Non) Residential Resources Inc. , Kathryn Eggert (ED)	No	Mar. 31/21, OPSEU Mar. 31/19, IAMAW	OPSEU: 85 IAMAW: 56	21 adults 55 youth services		OPSEU: Oct. 31/18 Exchange of proposals Nov. 5, 6, 29/18, Jan. 15, 17, Feb. 6/19 Negotiation March 25/19 Ratified agreement IAMAW:	OPSEU: Year 1: CYMH: 50¢/hr; DS: lump sum payment \$500 FT Year 2: CYMH: 50¢/hr; DS: lump sum payment \$500 FT Year 3: CYMH: 25¢/hr; DS: lump sum payment \$250 FT IAMAW: Jun. 24/19 Negotiations	OPSEU: two payout structures as the agency has Developmental Services (DS) and Children & Youth Mental Health (CYMH) Services. IAMAW: International Association for Machinists and Aerospace Workers.
Avenue II (Thunder Bay) , Suzann R. Doherty, (ED)		April 1/21, OPSEU	90			Feb./18 Notice to bargain Mar. 29/18 Exchange of proposals – no monetary demand included April 25, 26, May 9, 10, 23, 24, Aug. 1/18 Negotiation Ratified agreement	Year 1: 35¢/hr & increase RRSP for FT & PT of \$300/year Year 2: 35¢/hr with a float for PT Year 3: 30¢/hr Mileage to 47¢ (from 45¢), effective on the date of ratification.	April dates were cancelled due to personal reasons of the OPSEU staff rep. Stabilization funding will help cover the cost of the agreement and working with the union to see how to manage the financial implications.

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Bethesda Services, Paul McGowan (Chief HR Officer)		Mar. 31/20, CUPE Mar. 31/20 ONA	100 FT 150 PT 3 staff members			CUPE: Mar. April, Jun. 26, 27/18 Negotiation ONA: April/18 Ratified agreement	CUPE: Year 1: 20¢/hr Year 2: 23¢/hr PT is the same as FT, based on qualifications. ONA: one-time \$500 signing bonus	Financial matters remain to be discussed.
The Bob Rumball Canadian Centre of Excellence for the Deaf, Karen Chambers (ED), Karen Swolfs (HR Director)	Yes	Jan. 30/19, CUPE	85	100		Notice to bargain Feb. 13. 14, March/19 Negotiation Aug, Dec. 10./19 Conciliation	Dec. 10/19 Conciliation	Union applied for conciliation – moving into the monetary discussion. Conciliator: Angie Jones
Brantwood Centre, Jo-Anne Link-Flood (ED), Steve Wood (Dir. Of Finance), Brigitte O’Neill (Dir. of Operations)	Yes	Nov.15/19, SEIU	62 FT 120 PT	109		Union filed for conciliator.	Dec. 6, 13, 16/19 Negotiation	Conciliator: Hanane Benzidane
Brockville and Area Community Living Association, Sandra McNamara (ED)	No	Mar. 31/18, OPSEU	125	66	Union’s monetary ask costs around \$500,000-\$600,000.	March/18 Notice to bargain Dec./18 Negotiation Feb. 19/19 Tentative agreement March 20/19 Union ratified		Union applied for conciliation after the 3 rd day of negotiation in Dec. Board decided to defer ratification after the provincial budget announcement. LOA to pay out the one-time stipend that is part of Year 1 of the agreement.
CL North Grenville, Sandra McNamara (ED)		March 31/21, OPSEU	65			Jan./18 Notice to bargain	Year 1: \$2,000 stipend + \$1.57 increase to min wage for night attendants as per Bill 148 Year 2: 75¢/hr increase to only support workers (not night attendants) Year 3: 25¢/hr increase to only support workers (not night attendants)	Union is looking at early 2019 for dates. Hoping for the stabilization funding to become annualized; if that doesn’t happen, some internal changes will be needed to find savings.
Brockville & District Association for Community Involvement, Kimberley Gavan (Interim ED)		Not unionized						
Bruce Peninsula Association for Community Living, Michele Bell (ED), Lisa McCartney		Mar. 31/21, OPSEU	40			Aug./18 Negotiation We concluded negotiations with OPSEU after 3 days of bargaining. Our negotiations were pleasant and cooperative.	Our financial settlement consisted of \$0.28 per year in each of the three years of the agreement (approximately 1% increase each year and the same deal they had received a few weeks earlier from another agency in Bruce County with the same Union Rep).	We have minor language changes re. scheduling to reflect what our practice actually is and Bill 148 language that says “employer will provide entitlements as per the Employment Standards Act”. We did not imbed Bill 148 language in the CA. This was not a contentious issue.

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Central West Specialized Developmental Services (Oakville) , James Duncan (ED) (Also rep Great Lakes Society on Prov. HR Cmte), Michelle Rolston (HR Dir.)	Yes	Mar. 31/21, OPSEU Mar. 31/19, ONA	242 4 FT and 2 casual nurses	65	OPSEU's proposal would need 5x the money that would be available.	OPSEU Jan/18 Notice to bargain Apr. 23/18 Exchange of proposals June 5, 7, 13, 14/18 Negotiation Apr. 23, June 5, 7, 13, 14, 27/18 Negotiation July 12/18 Strike vote, 98% in favour Aug. 16, 27/18 Negotiation Sept. 13/18 Ratified agreement, 72% in favour ONA Feb./19 Notice to bargain Oct. 23, 24, Nov. 13/19 Negotiation	OPSEU Year 1 (April 1, 2018): 25¢/hr plus a wage reopener. Effective on the date of ratification: Bereavement leave for immediate family members increased to 4 days (from 3). Signing bonus: \$900 for PT and FT, \$500 for contract relief Year 2: 20¢/hr plus a wage reopener. Paramedical increased to max. \$40/visit (from \$25). Massage therapy increased to \$400/year (from \$300). Year 3: 20¢/hr plus wage reopener ONA Oct., Nov./19, Jan. 22/20 Negotiation	ONA Filed for conciliation. Conciliator: Angie Jones – not sure if she'll attend the January 22 meeting.
Christian Horizons , Eugene Versteeg (HR Dir.), Allan Mills (VP of Ontario Services), Jennifer Gleva (VP of HR)	Yes	First agreement Chatham, Unifor First agreement Woodstock, CLAC First agreement Toronto, UFCW						CLAC – Christian Labour Association of Canada UFCW – United Food and Commercial Workers Working towards the first collective agreements.
Choices , Heather Bruce (ED), Sherri Lafleur (Support Services Director)	No	Oct. 25/19, SEIU	140					

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CL Access Support Services , Tricia Morris (ED), Bruce Robinson (Dir. HR)		Mar. 31/20, OPSEU	94	55	Union wanted to remove language re. people supported having a say on who works at their home. Management succeeded to keep this in the agreement.	March 13-15/18 Negotiation-Cancelled by union Sept. 17-20/18 Negotiation Oct., 2018/ Ratified agreement	Year 1: no increase Year 2: 40¢/hr (1.5%) Year 3: 25¢/hr (1%) Increased vision for eye glasses from \$300 to \$350. 25¢/hr shift premium for awake night staff (12 am-8 am), costing approx. \$5,000/year.	Waiting for union to set dates. Local has been asking corporate OPSEU to assist – no dates set yet due to union not being ready. Stabilization funding for year 2, and if there is no further money coming in schedule changes and layoffs are in the future to cover the cost of the agreement.
CL Ajax-Pickering & Whitby , Lisa McNee-Baker (ED), Marilyn Flanagan, Tracy Caughey (Manager of Finance)		Mar. 31/20, CUPE	56 FT 71 PT 15 non-union	310			\$1,000 lump sum payment, less deductions to each FT employee at ratification A lump sum payment equivalent to \$0.60 per hour worked for each PT Employee, existing at ratification, who has successfully completed their probationary period, to a maximum of \$1000, less applicable deductions. Calculated based on ours worked to the last full pay period, prior to ratification in the 2018/2019 year. \$1000 lump sum payment, less applicable deductions, for each active Full Time employee on March 09, 2019.	A lump sum payment equivalent to \$0.60 per hour worked for each PT Employee, existing at March 09/19 who has successfully completed their probationary period, to a maximum of \$1000, less applicable deductions. Calculated based on ours worked to the last full pay period, ending March 09, 2019. Illness in Family increased from 5 days per year to 5 days off per illness. Agreement that should MCCSS add stabilization funds to annualized funding for 2019/2020 year meeting will occur to look at increases. Full-time and part-time staff are now under the same collective agreement
CL Algoma , John Policicchio (ED), Niccette Reed (Dir HR)		Mar. 31/20, CUPE	265			Sept. 20, 21/18 Negotiation – cancelled and looking at November dates Nov./18 Ratified Agreement	Year 1: retroactive to April 1/18 24¢/hr increase for all union positions (pro-rated for those who left); Stipend: FT \$500, PT/Relief \$250. Year 2: 37¢/hr increase for all union positions. FT Support Worker (SW) 2's forced or scheduled to SW 1 (Nights) will be paid as SW 2.	Year 2 (cont'd): incentive for Relief Hours paid (excl. overtime) exceeding 1664 hrs in a calendar year \$1,000 incentive (less statutory deductions) to be paid in by separate cheque prior to Christmas (it used to be paid by no later than the first pay in February next year).

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CL Atikokan, Jim Turner (ED)	Yes	Mar. 31/23, OPSEU	21			Oct. 31/18 Negotiation CANCELLED March 24/19 Ratified 1-year agreement New contract expired on March 31, a week after it was negotiated. No date has been set for new negotiations. Nov./19 Ratified agreement.	Agreed that the collective agreement shall incorporate all the terms of the previous collective agreement which expired on March 31, 2018, together with the following amendments (see next column): Year 1: 20¢/hr (0.8%), \$1,000 signing bonus, vision & 5¢ mileage increase, wellness promotion (\$500 lifetime, to promote healthy living, e.g. gym membership, smoking cessation program, sports league, etc.) Year 2: 20¢/hr Year 3: 20¢/hr Year 4: 25¢/hr	Avoided conciliation by signing a one-year deal that expired 3 days later: April 1/18-Mar. 31/19 General wage increase of 15¢/hr (just over 0.5%, savings can be found internally) for all staff employed as the date of ratification, retroactive. 25¢/hr stipend for all hours worked Apr. 1/18-Mar. 31/19. Mileage increase to 45¢/km (from 35/km). When the provincial government announced budget cut backs, management initiated 5% cut across the board. Offered a signing bonus and its timing worked out for Bill 124.
CL Brant, Debbie Cavers (ED)		Mar. 31/20, CUPE	150 FT 100 PT			May 1/18 Exchange of proposals Sept. 12/18, Jan. 21/19 Negotiation Jan. 28/19 Ratified agreement	Year 1: Stipend \$1,000 for 30 hr and over; \$500 for staff under 30 hr/wk Year 2: Stipend: \$800 for 30 hr and over; \$400 for staff under 30 hr/wk	Year 2: In October 0.5% to the multi-sector pension plan All the stipends are paid from the stabilization funding for Year 1 and the cost for Year 2 will be \$34,900
CL Burlington, Judy Pryde (ED)	No	Mar. 31/18, SEIU	300 PT & FT	400				
CL Cambridge, Geoff Reekie (ED)	No	New Contract OPSEU			The June union demonstration was called "Direct Service Appreciation Day"; included a march and a media release about the agency not being transparent.	March 22, 25, 26, April, June 24/19 Negotiation June 17/19 Union did a demonstration Sept. 27/19 Conciliation Strike vote was held		Unionized June 2018. Union elected their bargaining unit in September. Still dealing with language. If anyone working with OPSEU and dealt with demonstration/activates on the 17 th please contact Geoff. Conciliator: Angie Jones
CL Campbellford/Brighton, Nancy Brown (ED), Leslie Steeves (HR Mngr)	No	March 31/18, OPSEU	89	144				

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CL Central Huron, Rosemary Foran (ED)		March 31/20, OPSEU	77	94	Negotiations are on hold until we hear something regarding the new funding. The union was not interested in a Letter of Understanding regarding the new money.	Jan/16 Notice to bargain Feb. 16/17 Union demand setting meeting March/17 Exchange of proposals April/17 Union filed for conciliation Dec. 7/17, Jan. 18/18 Negotiation Jun. 21/18 Negotiation Aug. Sept./18 CANCELLED Jan. 14/19 Negotiation Feb. 1/19 Ratified agreement	Our contract expired March 31, 2016, so the union says it's a four year deal – NOT SO! No hourly increase; only monetary amount is stipend: FT \$1,350; PT \$850. We have a PT category 1 that are guaranteed 20 hrs/week and a PT category 2 – guaranteed 6 shifts in a 6 week rotation—both categories getting the \$850 stipend. The PT category 2's work a lot of hours a lot more than the 6 shifts per rotation.	Increase to meal allowance; now breakfast - \$7.00; lunch- \$10.00, and dinner - \$15.00 Other items were language/clarifying processes.
CL Chatham-Kent, Ron Coristine (ED)		March 31/22, OPSEU	212	450	Union asking 2-year deal.	Feb. 7/19 Exchange of proposals Feb. 21, March 8/19 Negotiations Ratified 3-year deal	1st year - bonuses 2nd year - 5¢ for some classifications 3rd year - 10¢ for some classifications	Union would prefer a two-year deal; management would like to see a three-year deal.
CL Dryden-Sioux Lookout, Sherry Baum (ED), Barbara Kirouac (Dir. Of HR and Admin)	No	Sep. 1/19, UNIFOR Two bargaining units	120 (two unions combined)					
CL Dufferin, Robert Bingham (ED), Diane Slater		March 31/21, CUPE	108	150		Year 1: 20¢/hr Year 2: 20¢/hr Year 3: 0.5% increase to the RRSP contributions	March, April, May/18 Negotiation Aug. 8, Oct. 15/18 Conciliation Tentative Agreement Oct. 25/18 Ratified agreement	Conciliator: Angie Jones Counting on the stabilization money to be annualized or will need to make some difficult decisions re. staffing.
CL Dundas County, Debbie Boardman (ED), Sandra O'Neil (HR)		March 31/20, CUPE	84	100		March/18 Notice to bargain Dec. 6/18, Feb. 13, 14/18 Negotiation March 4/19 Union ratified agreement	Stipend: \$1,500 FT, \$1,000 PT, \$500 casual; no pay increases. 2-year agreement, expiring in 2020.	Conciliator: Angie Jones; no conciliation dates have been set yet. Some language cleanup re. ESA. Sick days reduced to 10 days/year (from 15). Agreed to review schedules – meeting will occur in September regarding this; proposal from union to reduce PT staff and create 2 FT floater positions and restructure another FT position to become a floater.

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CL Durham North , Glenn Taylor (ED), Cathy Parker (Director, Community Supports), Leeanna Cliff (HR)		March 31/22, CUPE Two agreements: for FT & PT staff	240	180	Union is asking for more information on passport money. PT – more regular scheduled hours FT – less weekend work Asking for 96¢ increase for year 1 and 96¢ for year 2.	Sept. 19/18 joint meeting with the two union units Jan. 22/19 Ratified 4-year agreement	Year 1: \$1000 FT, \$300-\$1,000 for PT based on hours worked Year 2: Team Leader wage increase by \$1/hr, FT and PT float \$3/hr increase to help with filling shifts, \$1000 FT, \$300-\$1,000 for PT based on hours worked Year 3: 22¢/hr increase for all classifications Year 4: 27¢/hr increase for all classifications	Year 1 & 2 stipends are paid in this fiscal year from the stabilization funding. Mileage from 45¢ to 50¢ Vision from \$325 to \$350 every two years. LOA if the stabilization funding is annualized, the parties will meet to discuss further increases in Year 3 & 4. To cover the cost of Year 3 & 4, we will have to be creative; possible layoffs.
CL Espanola , Louise Laplante (ED)		March 31/20, CUPE	31 (12 FT, 19 PT) 6 non-union	47		March/18 Notice to bargain Nov. 15, 16/18 Negotiation	Year 1: Lump Sum DSP2 (Full-time) \$1000, DSP Nights (Full-time) \$800, DSP1(Part-time) \$600 Year 2: 20¢/hr wage increase across all classifications Paramedical Increase of \$25 per service. Vision Increase of \$25.00 (\$250.00 FT \$200.00 PT).	Sick Bank Increase for DSP1 (PT) from 22 hrs to 25 hrs. Mileage Increase from 42 ¢/km to 44 ¢/km. We are in a financial position to cover Year 1 costs because of the Stabilization Funding however we may need to reduce staffing hours in Year 2 should this funding not be annualized.
CL Essex County , Karen Bolger (ED), Claire Market (HR Dir.), Karen Charette (Director of Operations), Linda Hurst (EA)		March 31/20, CUPE	200 FT 450 PT	650		Feb. 27/18 Exchange of proposal Mar. 16, 19, 26/18 Negotiation – cancelled by management to wait for budget announcement May 14, Oct. 1/18 Negotiation Oct. 16, Nov. 19/18 Conciliation Union strike vote – 95% in support. Nov. 22/18 Ratified agreement	Year 1: mileage 47¢ (2¢↑) 0.25% increase to MSPP pension plan Stipend: \$950 FT, \$500 PT Year 2: 15¢/hr FT, 10¢/hr PT Oct.1, 2019: 10¢/hr FT, 5¢ PT Wage reopener was signed.	Conciliator: Angie Jones. Money for this year's stipend was available; may need to do cuts to cover for the rest of the contract and the union is aware of this.
CL Fort Frances , Alanna Barr (ED)	No	March 31/19, CUPE	90	120		Jan. 8, 9, 10/20 Negotiation		
CL Georgina , Susan Rome (ED)		March 31/20, CUPE	56 FT 64 PT			June 19, 22, 28/18 Negotiation Oct. 18/18 Conciliation	Year 1: 20¢/hr for FT & PT, 40¢/hr for relief Year 2:20¢/hr for FT & PT, 40¢/hr for relief	Conciliator: Angie Jones To cover these increases, the agency will be looking at restrictions and possible layoffs.

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CL Glengarry , Danielle Duranceau (ED), Laurie McKay Levack (Mgr)		March 31/20, CUPE	85			Oc., Nov/18 Jan. 23/19 Negotiation Tentative agreement Feb. 5/19 Union ratified	Year 1: lump sum: FT \$1,125; Casual \$450 Year 2: no lump sum & no base increase for all classifications; Awake Night \$2/hr increase; staff over 70 years of age get a 5% in lieu of benefits (2 staff only at this point).	Getting into the monetary part of the negotiations.
CL Greater Sudbury , Viviane Lapointe (ED)		March 31/23, OPSEU local 676	171		Union's monetary ask is 2% across the board.	March 4/19 Negotiation March 29/19 Tentative agreement April 4/19 Ratified 4-year agreement April 18/19 Board Ratified	Year 1: 11¢/hr (= approx.0.45%) Year 2: 11¢/hr (=0.45%) Year 3: 11¢/hr (=0.45%) Year 4: 25¢/h (=1%) Education Allowance of \$150 for PT and \$250 for FT staff in each year – effective March 31 – which allows any unspent surplus in each year to be applied to stipend. Mileage increase from 50¢ to 52¢/km. Initiative to create a joint Benefits Committee to look at benefits and to consult on amendments during the term of the agreement.	Management hired a third party facilitator skilled in the “Lego Serious Play” technique. This proved to be VERY beneficial for the tone of our sessions so far and we would highly recommend it to others about entering negotiations. Please contact Amy Kortvely or Viviane if you are interested getting more info on this. Initiative to move some scheduling language out of the Agreement to a Letter of Understanding coupled with a Letter of Understanding regarding Scheduling Principles to allow for flexibility around scheduling.
CL Guelph , Laura Hanley (ED)		March 31/20, CUPE	400 Total 230 FT		15 days' notice included in the Notice to bargain. Looking for a 2-yr agreement \$1/hr of each of the two year agreement.	Jan. 2/18 Notice to bargain Jan. Apr./18 Negotiations May 10/18 Conciliation Ratified 2-yr agreement	1% each year in wage increase across the board Introduction of a 15¢/hr shift premium for overnight positions and weekend hours worked between 6:30 am Saturday to 11pm Sunday	Seems like CUPE is lining up with CAS and with some OPSEU agencies. Conciliator: Angie Jones The rest was language changes. We are extremely pleased with the outcome.
CL Hamilton , Sylvia D'Intino (ED), Jennifer Krawczyk (Dir. of Operations), Claude DiFruscia (Director of Finance)		March 31/20, CUPE	216	1,000		Feb./16 Notice to bargain May 10, 11, June 7, 8, 14, 15/16 Negotiation Nov. 29/Conciliation Dec. 21/16 Ratified agreement	3 months (decreased from 12 months) to be eligible to pension plan Year 1: 10¢/hr Year 2: 10¢/hr Year 3: 10¢/hr Year 4: 12¢/hr No layoffs or significant changes will be needed – contract with the City of Hamilton has been received that will assist with payment.	Conciliator: Denise Small

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CL Huntsville , Suzanne Willett (Interim ED), Charlene Hofstetter (HR Manager)	Yes	Dec. 31/19, OPSEU	61			Oct., Nov. Dec. 17, 18/19 Negotiation		Still working on language.
CL Huronia , Dean Johnson (ED), Maureen Wright (Dir. of HR), Andrew Walker (COO)		March 31/20, OPSEU	181 union			Feb./18 Notice to bargain Apr. 23/18 Exchange of proposals Apr. 23, 24, 25, May/18 Negotiation Jun. 20/18 Strike vote – 85% Sept. 11/18 Conciliation Sept. 19/18 Ratified agreement	Year 1: \$925 stipend & 13¢/hr Year 2: no salary increases; minor vacation improvements; dental plan (wasn't in place before); vision care increase from \$300 to \$375.	Language has been completed – going into financial discussion. Conciliator: Gerry Loranger Stabilization money and cost saving measures will help paying for the cost.
CL Kincardine & District , Andy Swan (ED)		March 31/20, CUPE				Jun. 6/18 Exchange of proposals Dec. 11/18 Negotiation Dec. 19/18 Ratified agreement	Year 1: \$300 increase to group RRSP for all FT employees. No wage increase. Year 2: All employees receive a 10¢/hr increase April 1, 2019 and another 5¢/hr increase October 1, 2019	Some minor language changes – not monetary.
CL Kingston , Jeff Harrison (HR), Peter Sproul (Dir. of Operations)		March 31/20, CUPE	200					
CL Kirkland Lake , Heather Topliss (ED), Lauri Lambert (Director of Community Development/Respite), Vicki Bouley (HR Admin)	No	March 31/18, CUPE	81	91		April 9, 16, Nov. 13/18 Negotiation		
CL London , Michelle Palmer (ED), Lynne Easter (HR), Brian Sim-Little (Finance), Amy Kortvely (EA)		March 31/20, OPSEU	160 FT 276 PT			Jan. 9/18 Notice to bargain Apr. 25/18 Exchange of proposals Sept./18 Negotiation Tentative agreement Sept. 19/18 Union ratified 95% in support Sept. 27/18 Board ratified	No changes to wage rate. The financial cost of the agreement is \$60,000/year maximum – a cell phone reimbursement of up to \$40/month for full-time staff who provide the appropriate paperwork/cell phone bill. The union was willing to take no pay raise as they understand we still have a huge anticipated deficit related to equal work for equal pay issue.	Some language changes. A temporary assignment has been extended to 12 weeks (from 8 weeks). Job postings will be added to the CLL website. Acting supervisor role has been limited to 18 months (union staff filling in for supervisors). Management agreed to have the two PEDs come out from their sick day bank (instead of float days).

Association, Contact	Present	Contract Expiry, Union	# Union Staff	# People Supported	Demands	Important Dates	Wage Increase Negotiated	Comments
CL Elgin, Michelle Palmer (ED), Denise House (HR Director)		March 31/20, OPSEU	260	400	Monetary demand is higher than what management can offer.	Mar. 5, 6, May/18 Negotiation Strike vote – 97% support Oct. 31, Nov. Dec. 13/18, Feb. 28/19 Conciliation April/19 Ratified agreement	Stipends, paid from the stabilization money: \$1,000 FT, \$750 permanent PT, \$250 casuals. No wage increases.	Conciliator: Angie Jones Conciliation has been difficult. Two conciliation dates.
CL Madawaska Valley, Monica Prymack (Interim ED)		March 31/21, OPSEU	70		Scheduling seems to be the biggest issue. A joint committee has been created.	Jan. 2/18 Notice to bargain May 10, 11, Jun. 26, 27, Oct. Dec. 11, 12, 13/18, Negotiation April 8/19 NOT Ratified agreement April/19 Negotiation April 18/19 Strike vote was scheduled, averted May 1/19 Second ratification vote – Ratified agreement	2018: stipend 2019: approx. 1.5% increase (averaged between all classifications, ranging between \$0.26 and \$0.38/ hr.) 2020: Approx. 1.5% increase (as above) Increase # of probationary hours to 1040 for DSP. Increase reimbursement for vehicle use to \$0.43/km. Increase meal expense amount from \$40/day to \$50/day. Annual health benefit amount for PT increased from \$250 to \$300.	The money was not the issue for union not ratifying- they had a concern about scheduling, despite management working with them on this since last summer. If second vote does not ratify, it authorizes union to strike (included on the ratification notice). Funds for agreement came from internal realignment. Pay premium of \$2/hr for staff who are required by contract to STAY beyond their scheduled shift, due to no other staff available to fill in.
CL Manitoulin, Tammie Molenaar (ED)	No	March 31/18, CUPE	FT: 14 PT: 36 Temp: 3 Total: 53					
CL Mattawa, David Spencer (ED)		Sept. 30/21 United Steelworkers Union	30	30		May 7/18 Notice to bargain with request for conciliation July 31, Aug. 1, 2/Negotiation Ratified agreement	Year 1: 1.25%; stipend: \$500 FT, \$250 PT. Daily food allowance increase. Year 2: 1.25% Year 3: 1.25%	Agency took on new people to support who came with a significant amount of funding, plus the last two agreements did not include any wage increases; hence, a bit more money was available for wages this time around.

Association, Contact	Present	Contract Expiry, Union	# Union Staff	# People Supported	Demands	Important Dates	Wage Increase Negotiated	Comments
CL Middlesex, Sherri Kroll (ED), Maraika Doucet (Dir. Org. Development)		March 31/22, OPSEU	110	90	The union is disputing the pay equity – one PE meeting was held.	Jan./16 Notice to bargain Oct. 30/18 Exchange of proposals Feb. 7, March 12/19 Negotiation March 27/19 Ratified agreement	2018: Signing bonus based on time earned in past fiscal year – over 1,500hrs: \$2,000; 800-1,499hrs: \$1,000; 350-799hrs: \$750; up to 349hrs: \$150 2019: 5¢/hr across the board 2020: 5¢/hr across the board 2021: 5¢/hr across the board; New vacation for FT over 20 year (6 weeks). Slight increase for vision care.	Agreement expired in 2016. Cost of agreement will be covered with savings found internally.
CL Newmarket Aurora District, Colleen Zakoor (ED), Tara Watt (Dir. Of HR)	No	Dec. 31/19, OPSEU	210 union	250				
CL North Bay, Sherry Carnevale (ED), Renée Hacquard (CFO)		March 31/20, OPSEU	225 union					
CL North Perth, Mark Philips (ED)		March 31/20, OPSEU	11 FT 21 PT	45		Jan./18 Notice to bargain Feb. 13, March 19/19 Negotiation April/19 Ratified agreement	Year 1: stipends: \$500 FT, \$100-\$300 for PT depending on hours worked Year 2: 24¢/hr increase	Looking at operational efficiencies to pay for Year 2's increase.
CL Oakville, Janet Lorimer (ED), Shannon Coles (HR Manager)		March 31/21, OPSEU	196	200		Feb./18 Notice to bargain May 8, 10, 11, Jun. 6, 11, July 11, Sept. 12, 20, Oct. 25, 31/18 Negotiation Nov. 13/18 Ratified agreement	Year 1: 20¢/hr increase to all positions retro to Oct. 1/18.. Mileage increase by 1¢ to 48¢ effective Jan. 1/19. Year 2: 20¢/hr increase to all positions Year 3: 25¢/hr increase to all positions Total increase over 3 years: 65¢/hr = 2.6%	Increase in insurance reimbursement from 150.00 to 175.00 (cover portion of premium to carry passengers). Some additional language changes. We had already agreed to some of the changes under Bill 148 but had language that referenced what was in the ESA would apply We will pay for it within the budget and additional monies received. Still challenging with not knowing what's going to happen with the funding and we still have PE obligations but it's nice knowing we have a break before back at the table again.

Association, Contact	Present	Contract Expiry, Union	# Union Staff	# People Supported	Demands	Important Dates	Wage Increase Negotiated	Comments
CL Oshawa Clarington , Terri Gray (ED), Doris Maniacco (HR), Ronna Wilkinson		March 31/22, CUPE LG March 31/22, CUPE SM (2 homes)	150 FT 140 PT		Didn't have the 15 days' notice in the Notice to bargain.	January 4/18 Notice to bargain for both locals CUPE LARGE Jun. 20/18 Exchange of proposals Oct. 24, Nov. 29, Dec. 6/18, Negotiation Feb./19 Ratified agreement CUPE SMALL Nov. 28/18, Jan., Feb./19 Negotiation March 4/19 Ratified agreement	CUPE LARGE & SMALL Year 1: stipend FT \$1,650; PT \$825 pro-rated based on date of hire for that fiscal year Year 2: 20¢/hr increase; mileage increase to 45¢ (from 42¢) effective April 1, 2019 Year 3: 20¢/hr increase Year 4: 20¢/hr increase	CUPE SMALL: still language is being discussed Year 1 is paid for by money available internally, Years 2, 3 & 4 will be more difficult to pay for, will have to plan.
CL Owen Sound and District , Rick Hill (ED)		Not Unionized						
CL Walkerton and District , Rick Hill (ED), Rose Weber (Manager)		Sept. 30/20, SEIU	18 FT 132 PT			Jul./17 Notice to bargain Nov. 24/17 Negotiation Tentative agreement Dec. 20/17 Ratified Agreement	Year 1: no increase, one-time signing \$250 for FT, \$200 for PT and \$125 for relief staff Year 2: 15¢/hr Year 3: 15¢/hr Number of years for FT employees to get 5 weeks of vacation reduced to 13 years (from 17) and added a 6 th week of vacation after 20 years for FT. Increased the employer share of dental premium from 65% to 70%.	The 30¢/hr equals to a 1.6% wage increase overall the 3-years. Language changes to align with Bill 148. The union was not knowledgeable about the implications of the Better Workplaces, Fair Wages Act. Rate increase for overnight pay (due to min. wage increase) to \$14 as of January 1, 2018 and \$15 as of January 1, 2019. The estimated annual cost of the BFWW Act is between \$125,000-\$150,000.
CL Parry Sound , Jo-Anne Demick (ED), Brad Horne (Manager, Employ./Volunteer)		Mar 31/20, OPSEU	52	155		June 14, 26, 27/17 Negotiation Ratified agreement	Year 1: 35¢/hr Year 2: 35¢/hr Year 3: 35¢/hr Works out to approx. 1.5%	Union did not want to exchange proposals until the first meeting. Some of it is built into this year's budget – restructuring will be needed for future years.
CL Prince Edward , Susan Treverton (ED), Roxanne Bird (HR Dir)	No	March 31/18, OPSEU	100 FT 70 PT	300 (children, youth & adults)		Mar./18 Notice to bargain		

Association, Contact	Present	Contract Expiry, Union	# Union Staff	# People Supported	Demands	Important Dates	Wage Increase Negotiated	Comments
CL Quinte West , Iain Harper (ED), Andrew Hutchison (Dir, Finance & HR)	Yes	March 31/21, OPSEU	15 FT 22 PT	90		April 29, 30, May 1, 2/19 Negotiations Aug. 20/19 Conciliation Aug/19 Ratified agreement	Year 1: 0.6% Year 2: 0.9%	Conciliator: Angie Jones. Language was agreed re. transfer, that allows management to move employees.
CL Renfrew County South , Jennifer Creeden (ED)	No	March 31/18, OPSEU				May, June, Oct. Nov. 13, 14/18 Negotiation Oct. 29/18 Strike vote – 84% in support		Conciliator: Angie Jones. Waiting for dates.
CL Sarnia-Lambton , John Hagens (ED), Pam Atkinson (Controller)		March 31/20, CUPE	42 FT 108 PT	570	Asking 80¢/hr, MSPP. Total cost of their ask is over \$1M. All the provincial language was withdrawn early in the negotiations including the request for data related to CLSL's involvement in the delivery of Passport services. None of the BILL 148 initiatives were added to the agreement.	Exchange of proposals Mar. 7, 8/18 Monetary resolved Mar. 26/18 Negotiation Oct. 29/18 Conciliation Nov. 7/18 Union ratified agreement	Year 1: April 1/18 15¢/hr; Oct. 1/18 12¢/hr Year 2: April 1/19 15¢/hr; Oct. 1/19 13¢/hr Increase to the employer's contribution to the MSPP effective April 1, 2019 (2nd year of agreement) of .25% from 3.25% to 3.5%. The Employee's share increases by .25% as well from 2.5% to 2.75%. Mileage increase from 45¢/km to 47¢/km. PT vacation increase – for those with 20 years or 20,800 hrs of employment, from 8% to 10%.	Letter of Understanding that if MCSS provides targeted wage funding during the term of the agreement that exceeds what has already been agreed, the employer agrees to negotiate with CUPE on how best to distribute the excess funding that is attributable to the bargaining unit employees. How will CLSL afford the increases? Counting on Stabilization funding to be annualized in our 19/20 contract.
CL South Huron , Sue Aldwinckle (ED), Rianne Gingerich (HR Manager)		March 31/21, CUPE	85	100		April 27/18 Exchange of proposals May 11, 24, Sept. Nov. 21, Dec. 3/18 Negotiation Dec. 11/18 Ratified agreement	3-year contract Year 1: Stipend: FT: \$300, PT: \$150 @ Dec/18 Year 2: Stipend: FT \$300, PT: \$150 @ Mar/19 Year 3: 10¢/hr increase all direct care support staff.	Mileage increase- 2¢ Dental - employer will increase payment to 100% from 75 % of the dental premium for FT employees as well as the O.D.A fee schedule will be maintained at 1 year behind the current year.

Association, Contact	Present	Contract Expiry, Union	# Union Staff	# People Supported	Demands	Important Dates	Wage Increase Negotiated	Comments
CL South Muskoka, Krista Haiduk-Collier (CEO), Heather Greer (HR Supervisor)		March 31/20, CUPE (Vocational) March 31/20, CUPE (Paraprofessional) March 31/21, OPSEU	20 14 136	350		CUPE (Vocational) Jan. 21, 22, March 4, 14/19 Negotiation March 15/19 Ratified 2-year agreement CUPE (Paraprofessional) Jan. 21, 22, March 4, 14/19 Negotiation March 15/19 Ratified 2-year agreement OPSEU Aug. 13-15, Sept. 19-20/18 Negotiation Sept. 26/18 Ratified 3 year agreement.	CUPE (both): Year 1: Stipend 60¢/hr payable as one-time bonus based on hrs worked Apr. 1/18-Mar. 31/19 (= \$1,170 for FT) Year 2: 10¢/hr increase across the board OPSEU: Year 1: 50¢/hr FT only Year 2: 25¢/hr FT only Year 3: 25¢/hr FT only No signing bonus for any of the groups, but the FT increase is retro to April 1/18. Titles of our Residential Support Staff changed: Residential Support Professional – Primary (FT staff); Residential Support Professional Assistants – (PT staff). This means that all FT staff now has primary responsibilities, with the big change being that night staff now became primaries. They have always been paid the same rate. Assistant Residential Counsellors (ARC) & PT staff used to have different rates but having mainly the same job.	CUPE: Language added to allow for Temporary workers up to 18 months maternity leave. Out of town/out of normal hours of work travel time that was pre-approved by mngmt accrues as lieu time (at straight time) – to be used within the same pay period. LOU – Passport Staff using their own vehicle are not reimbursed for travel when person supported is not in the vehicle. They’ll provide a tax form for these staff to claim for tax purposes that portion of vehicle expenses is not reimbursed. Agreed to meet w. union within 30 days of receiving the Service Contract to confirm the funding received. OPSEU: ARC staff was grandfathered into their current role which is a commitment of 24 hours/PP, usually alternate weekends and they are not required to work any additional hrs. All of our PT staff was brought up to the same rate as ARCs. They were at a pay range of \$17.32 – \$18.38 and are now at a range of \$20.44-\$21.76. We now have 2 classifications of PT staff: Regular PT is regularly scheduled not less than 56 hrs but not more than 64 in a pay period (PP). They are eligible for a Health Care Spending Account of up to \$800/yr. A Flexible PT is scheduled in advance max. 48 hrs per PP. They are eligible for a Health Care Spending Account of up to \$400/yr.

Association, Contact	Present	Contract Expiry, Union	# Union Staff	# People Supported	Demands	Important Dates	Wage Increase Negotiated	Comments
CL South Simcoe , Vito Facciolo (ED), Lara Macdonald (HR Director)		Aug. 18/22, OPSEU	181	289	Bargaining unit work vs. private arrangement need to be clearly separated. When staff does passport work, they are paid regular union wages and it is considered union work. Private arrangements are different when staff makes an arrangement with someone and they pay them and the agency flows the money for some people supported (who don't have any other options). The union claims that these staff are paid by the agency, therefore they owe union dues.	Sept. 13-14/18 Negotiation Tentative agreement Sept. 18/18 Union ratified agreement	We settled on a four-year deal, 47¢/hr increase each year, an increase to the Ont. Dental Association (ODA) Fee Guide (approx. \$5800/yr.) and some changes to language, they retracted all other demands.	Union demand was over half a million per year: 0.50/hr wage increase, \$1500/yr orthodontics, \$200/yr vision, 100% increase in meals, 93% top up for maternity leave, all Bill 148 language written in, increase in bereavement days, and the list continued. We told the Union how much money we had and let them decide what they wanted.
CL Stormont County , Michelle Alguire (ED)	No	March 31/18, CUPE	135	120		January/18 Notice to bargain Jan. 23, Feb. 11, 12/19 Negotiation		Union applied for a conciliator. Conciliator: Angie Jones Still waiting for dates from the union.
CL Stratford and Area , Trevor McGregor (ED), Linda Hill (Director of Support Services)		March 31/21, OPSEU	150			March 29/19 Ratified agreement	Year 1: signing bonus FT \$1,000; PT sliding scale btwn \$150-\$650 based on hours worked Year 2: no increases	Mileage increase from 43¢ to 45¢. New language around hours of work; so, PT staff may be scheduled for up to 44 hrs for Passport.
CL Temiskaming South , Tony Rachwalski (Executive Director), Debra Schenk		June 30/21, OPSEU	68 12 non-union		Union was asking for remembrance day.	Nov. 14, 15, 15/18 Negotiation Nov. 25/18 Union Ratified Agreement	Year 1: 50¢/hr (45¢ goes to PE) \$100 increase for glasses. Mileage increase from 44¢ to 46¢. Year 2: 40¢/hr (35¢ goes to PE) Year 3: 40¢/hr (35¢ goes to PE)	The increases include pay equity (PE) – owed around 22-23¢ for PE. Drug spending cap was put in place. One lieu day for PT staff (they didn't have any vacation time). To cover the cost the agency didn't replace a retired staff, plus one person is off.
CL Thunder Bay , Lisa Foster (ED), Jeff Morancy (Manager)		Mar. 31/21, OPSEU	385	424	Union wants the CL South Simcoe deal.	April 13, Oct. 9-11, 17-20, Dec. 19, 20/18 Negotiation Union held a strike vote March 11/19 Conciliation March 18/19 Ratified agreement	Year 1: stipend 80¢/hour for every hour worked in the year Year 2: 25¢/hr increase Year 3: 25¢/hr increase Vision care increase from \$200/every 2 years to \$300. Forced overtime category – 1.5 for the first 4 hours and 1.6 for the next 4 hours.	Conciliator: Angie Jones Already started looking for internal efficiencies to pay for Year 1. Waiting info on the stabilization money. Retained non-seniority based hiring practice. Looking at cost savings internally to pay for contract.

Association, Contact	Present	Contract Expiry, Union	# Union Staff	# People Supported	Demands	Important Dates	Wage Increase Negotiated	Comments
CL Tillsonburg, Cathy Hudson (CEO)		Mar. 31/20, OPSEU				Jan./16 Notice to bargain April 13/16 Pay equity tribunal hearing Nov. 23/16 Pay equity tribunal ruled against the agency – 60 days (by Jan. 22, 2017) to find resources to cover the \$1.5M in back wages and \$600,000 annualized. Jan. 24/17 Negotiation April/17 Conciliation Aug. 21, 23/18 Negotiation Tentative agreement Jan./19 Ratified agreement	Year 1: \$300 stipend. Mileage increase from 43¢ to 47¢. Year 2: no increase Year 3: no increase	Conciliator: Diane Bull
CL Toronto, Brad Saunders (ED), Rose Cutajar (HR Dir), Anne Sarwan (Manager, Employee and Labour Relations)		Mar. 31/21, CUPE FT & PT agreement	500 FT 200 PT 350 Relief	6,200		Feb. 9, March 27, April, May, June, Aug. Sept. Oct. Nov. Dec./18, Jan. 31, Feb./19 Negotiation Mar. 6/19 Ratified agreement	Lump sum upon ratification– FT \$1,000; PT \$500; Relief \$250 Year 1: 2017 – no increase Year 2: 2018 – no increase Year 3: 2019 – 0.75% on base Year 4: 2020 – 1% on base Vision care increase from \$300 every 2 years to 350. Mileage increase from 42¢ to 43¢. Meal allowance from \$8 to \$10.	Union was unaware of the financial struggles of the agency – mgmt. did a presentation to union. Fifth national rep is joining the negotiations. Funds are being found from cost savings within budget.
CL Trent Highland (amalgamated Haliburton County, CL Kawartha Lakes & CL Peterborough), Teresa Jordan (ED)		March 31/20, OPSEU	360	970		Apr. 1/17 Amalgamation finalized July 6/17 Ratified agreement		June 1, 2016 CL Haliburton (CUPE) & CL Kawartha Lakes (OPSEU) amalgamated under the new name CL Central Highland.
CL Upper Ottawa Valley, Chris Grayson (ED), Colin Howard (HR Director)	No	July 27/19, CUPE	80					
CL Wallaceburg, Deborah Hook (ED), Susan Paulley (HR Mgr)		Dec. 31/21, OPSEU	174	450		Feb. 14/19 Negotiations started Feb. 27/19 Ratified agreement	Year 1: lump sum \$1,000 FT; \$750 PT; \$500 pro-rated based on hours worked for Casual Year 2: 5¢/hr increase Year 3: 7¢/hr increase	5 ½ days of negotiating. 4 weeks vacation after 5 years (used to be after 7 years); 7% in lieu of vacation for PT with 10 or more years of service; increase to health spending account: FT who don't have traditional benefits \$1,500 (from \$1,000); PT \$1,000 (from \$750).

Association, Contact	Present	Contract Expiry, Union	# Union Staff	# People Supported	Demands	Important Dates	Wage Increase Negotiated	Comments
CL Welland Pelham , Drew Moir (Co-ordinator of HR)		Mar. 31/20, CUPE Mar. 31/21, SEIU	2 FT 4PT 29 FT 112 PT	435		SEIU: March 18/19 Ratified agreement	SEIU: Year 1: lump sum 1% of earnings over two years and the average hours of work in the previous 6 months – this equals approx. \$1,040 FT; pro-rated to other staff based on hours worked. Year 2: no increase	Union was offered the option to get the lump sum over the two years of the contract – union chose to get the lump sum in Year 1.
CL West Nipissing , Sylvie Bélanger (ED)		March 31/21, CUPE	93	133		Aug. 8, 9 10/18 Negotiations Aug. 15/18 Ratified agreement	Year 1: 1% Year 2: 1% Year 3: 0.5% No other monetary changes.	To pay for this contract: counting on the stabilization funding becoming part of our base budget; we took a chance.
CL Windsor , Xavier Noordermeer (ED), Melodie Cook (Ops. Director)		March 31/20, CUPE	450		\$2/hr increase across the board over each of the two years	April 13, 16, 17, May 2, 3, June 8, July 10, 11, Sept. 4/18, Jan. 14, 23/19 Negotiation Jan. 23/19 Tentative agreement Feb. 1/19 Union ratified Feb. 13/19 Board ratified agreement	Year 1: stipend only: FT \$2,500; PT \$1,250; Substitutes/casual \$625 Year 2: Effective March 24/19 40¢/hr increase to all classifications, save and except Sleepover who are getting 28¢/hr.	Standard Hearing Aid, repairs or replacements parts (\$450 to \$500) Mileage 48¢ (from 47¢) Some minor language changes To pay, hoping to get stabilization funding and if need be agency will look at internal restructuring.
CL West Northumberland , Cathy Timlin (ED), Judy Rahme (HR Manager)		March 31/20, OPSEU	35 (14FT, 9PT, 12 Relief)	204		June 12, 27, Oct. 24, 26/18 Negotiation Dec. 11/18 Conciliation Dec. 17/18 Ratified agreement	Year 1: small increase to meal expenses of staff, lump sum payment upon ratification: \$1,300 FT, \$750 PT, pro-rated lump sum for relief staff based on hrs worked Year 2: 20¢/hr increase across all classifications, mileage increase by 1¢ (to 47¢)	September dates have been cancelled by employer. Conciliator: Stewart Deans Year 1: New LOU re. cell phones – not mandatory, but if staff registers their cell, they get a \$50/year allowance Year 2: max. \$100/year car detailing allowance; RFP employer match increased by \$100 (up to \$1,100).
Community Visions and Networking (Quinte) , Terri Korkush (ED)		Mar. 31/21, SEIU	30	70	Year 1: 1% Year 2: 1% Year 3: 1% 1¢ mileage increase 1% increase in benefits for PT until EAP can be implemented. Shift premium for overnight awakes and weekend \$20¢/hr (7 pm-7 am).	March 8, 20, 21/18 Negotiations		PT vacation equivalent to FT- Vacation Paid Time at percentage rates based on years of service now instead percentage payouts. Vacation Calendar year instead of Anniversary year. Decrease to Central Admin due to restructuring allowed for the settlement of contract.

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Corbrook Employment Services, Deepak Soni (ED)		Sept. 30/22, OPSEU	30				Year 1: \$600 stipend (equals to approx. 1.3%) Year 2: \$600 stipend Year 3: 1.4% increase Year 4: 1.6 % increase	Language cleanup re. short-term disability. Vision increase to \$200 (from \$150). Mileage 45¢ (from 42¢). To pay for the contract, looking for savings internally, increasing efficiencies.
Crest Support Services, Agnieszka Ciszewska (ED), Agnieszka Mroz (Dir. of Services)		March 31/20, OPSEU	100			March/19 Ratified agreement	Minor language changes. One-time stipend, average \$950. Year 1: 2% Year 2: 0 % Year 3: 2%	Paid by internal management, planning.
Developmental Services Leeds & Grenville, Tom Turner (ED)		March 31/20, OPSEU	48 FT		OPSEU wanted case management and workload items included in the contract - management refused.	April 11, 12/17 Negotiation Tentative 3-year agreement Ratified agreement	Year 1: \$500 lump sum Year 2: 1% Year 3: 1.5% Few language items.	Some funding was generated for the first couple years – will figure out the third year. Pay equity has been reached.
Empower Simcoe, Claudine Cousins (CEO)	Yes	Nov. 21/19, SEIU Mar. 31/20, IBEW	189 SEIU 170 IBEW	180 Barrie Accomm. (SEIU) 178 Orillia Accomm. & Comm. Support Services (IBEW)	SEIU Union wanted the multi-sector pension plan and the part-time dental benefits, above the wage increase. IBEW 4-year agreement, with 3% increase for each of the years and increases for everything in benefits. We are not offering pay increases, just signing bonuses upon ratification and start of contract years. Big part of our strategy was a one page briefing document for the union membership on how we are funded and the impact of no base funding over the past ten years now. Pushing for pension plan and part time dental benefits.	SEIU Oct. 3 + 8 more dates/19 Negotiation Tentative agreement Dec. 16/19 Ratification vote IBEW May 9, 16, 23, 31, June 14, 26, July 18, Aug. 18/18 Negotiation Aug./18 Tentative agreement Sept./18 Ratification vote – union did not accept Jan. 14, Feb. 15, March 8/19 Conciliation March 20/19 Ratified agreement	SEIU Year 1: PT dental benefits paid 50%-50% by staff and employer, EAP to PT staff, 0.5% general wage increase Year 2: 0.5% increase, 1% multi-sector pension plan (currently employer offers a 5% RSP match) Year 3: 0.5% increase Year 4: no increase, 2% multi-sector pension plan match increase IBEW Only signing bonus (\$200 PT, \$400 FT), no wage increases; EAP is offered to staff (made possible with the new benefits provider) No mileage increase (already is at 50¢). Reopener included – if the provincial budget makes funds available for wages in the sector, management will negotiate with union on how to distribute.	SEIU Christmas blackout for vacations; the week of Christmas and New Year are blackout for holidays for scheduling. Approx. \$100,000 was saved due to pension plan change. Reduced a position to pay for wage increase. PT gets 6% in lieu of benefits as well. IBEW (International Brotherhood of Electrical Workers) Non-monetary has been finished. Union didn't recommend approval of the first tentative agreement. Waiting for union to set dates to go back to the table. Conciliator: Eric Tonellato; has never worked with our sector. It was apparent and management found it difficult to work with him.

Association, Contact	Present	Contract Expiry, Union	# Union Staff	# People Supported	Demands	Important Dates	Wage Increase Negotiated	Comments
Extend-A-Family Waterloo Region, Allan Mills (ED)		Not unionized	40 on-site 500 SSAH					
Family & Children's Services of Renfrew County, Kathy Davis (ED)		January 2020, OPSEU				April 21/17		
Family Services Toronto, Kevin Forrest (Interim Director)	No	March 31/19, OPSEU	138	84,000				
Innovative Community Support Services, Jaynee Champagne (ED)		Not unionized						
Kenora Association for Community Living, Debbie Everley (ED), David Dutka (Director of Finance)	No	March 31/19, OPSEU	210	576				
Kerry's Place Autism Services, Isabel Meharry (Interim ED), Hema Tuitt (HR)	No	Mar. 31/22, SEIU – Toronto region	140	220 residential	SEIU: Asking for more than 1% within Bill 124.	SEIU: May 30, 31, June 25/19 Negotiation July 30/19 Ratified agreement	SEIU: 1% increase for each of the 3 years of the agreement	SEIU: Legal recommended not exceeding the 1% increase (Bill 124). Management is offering 1% increase per year for a 3-year agreement.
		Mar. 31/19, CUPE – Southeast region (SE)	213	5,000 community support	CUPE SE:	CUPE SE: Sept. 24, 25, Oct./19 Negotiation	CUPE SE:	CUPE SE: Looking to hold off on negotiations until the Fall (finally got a new rep from CUPE).
		Oct. 31/20, CUPE – Peel/Dufferin	282		CUPE Durham/Oshawa:	CUPE Durham/Oshawa: Aug. 27-29, Dec./18, March/19 Negotiation Dec. 20/18 Negotiation May 9/19 Ratified agreement	CUPE Durham/Oshawa: 2017-2018: no increase 2019-2020: 1.5%, mileage increase to 45¢ (from 44¢) 2020-2021: no increase	CUPE Durham/Oshawa: Conciliator: Angie Jones.
		Oct. 31/20, CUPE – Belwood/Guelph	58					
		Mar. 31/ 21, CUPE – Durham / Oshawa	43					
Lambton County Developmental Services (LCDS), Nick Salaris (ED), Elizabeth Forman (Director of HR)		Non-union	280	140				
The Lions McInnes House, Laurie Marissen (ED)		Mar. 31/20, SEIU	32 FT 6 PT	13				They fall under Intervener Services.
Mary Centre, Don Walker (ED)		Not unionized						

Association, Contact	Present	Contract Expiry, Union	# Union Staff	# People Supported	Demands	Important Dates	Wage Increase Negotiated	Comments
Meta Centre, Antonet Orlando (ED), Joanne Lair (HR)	Yes	UFCW (United Food and Commercial Workers) Nov. 30/19	325	Approx. 400 adults and children	UFCW convinced that they have a way to avoid Bill 124, so they won't entertain 1% at all.	Dec. 5/19 Exchange of proposals Dec. 13/19 2 Negotiation dates		Union invited a conciliator to the Dec. 13/19 meeting.
Mills Community Support Corporation, Brittany Hudson (HR Dir.)		Mar. 31/20, CUPE	144	49 DS 22 Assisted Living		Mar. 14, 27, April/18 Negotiation Dec. 7/18 Ratified agreement	Year 1: 2% Year 2: 1% 0.5% Pension Plan Mileage from 45¢ to 48¢.	
Montage Support Services, Tullio Orlando (CEO), Iryna Kunets (HR)		OPSEU, March 31/20	25 FT 175 PT		Willing to settle for 1.5%. Union is ready to go for a 4-year agreement depending on the offer.	May 20, July 6, 14/16 Negotiation Oct. 12/16 Union Ratified agreement Oct. 18/16 Board ratified agreement	Year 1: \$250 stipend Year 2: 1% Year 3: 1% Year 4: 1% Added 1 paid sick day for PT.	Union applied for conciliation. Conciliator: Angie Jones
North East Association for Community Living, Natalie Coté-Tremblay (ED)	No	OPSEU, March 31/19	67	109				
New Leaf: Learning and Living Together Inc., Ron McCauley (ED), Eelkje Jongema (HR Dir.)	No	Feb. 28/19, SEIU	183	100				
New Visions Toronto, Andy Rotsma (ED)	No	Dec. 31/19, SEIU	145					
Niagara Support Services, John Fast (CEO), Robert Cornelius (HR Dir.)	Regrets	April 30/21, SEIU Aug. 31/21, LiUNA (3 agreements) First contract, LiUNA	65 43 8		SEIU: Management's position is – no increases.	SEIU: April 4, 5, 11, 12/18 Negotiation	SEIU: PT float day entitlement increased to 2 days (from 1). Meal reimbursements amounts increased. Upon ratification: FT \$1,750, PT: \$1,400 March 20, 2020: FT: \$600, PT: \$475 LiUNA (3 agreements): Increase special leave days for FT to 5 days (from 4), for PT to 2 days (from 1). Shift premium increase from 50¢/hr to 75¢/hr. Upon ratification: FT \$1,750, PT: \$1,400 March 20, 2020: FT: \$600, PT: \$475	Currently the LiUNA are 3 separate agreements (expiring on Oct. 31/18), hoping to consolidate them into one.

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Norfolk Association for CL, Stella Galloway (Interim ED)		Mar. 31/20, OPSEU	157	159		Nov. 17/17 Exchange proposals Nov. 17, 23, 29/17 Negotiation – cancelled by union May 29, 30, Jun. 5, 13, Dec. 4/18 Negotiation March 7/19 Conciliation Ratified agreement	Year 1: no increases Year 2: 40¢/hr Year 3: 21¢/hr 10¢ increase to in lieu of benefits. A sick day for PT staff. FT staff now may be scheduled to work on the weekend.	Conciliator: Tracy Newman – management found her very helpful. To pay, the agency hoping for the stabilization money; will need to look at internal savings if that doesn't happen.
OCAPDD, David Ferguson (ED)	Yes	Mar. 31/20, CUPE	200 FT 250 PT		Union is looking for a 2-year deal with \$1/hr increase in each of the two years. Focus for union is wage. In June the union withdrew their monetary as they were revisiting their demands – they haven't communicated their new demand yet.	Jan. 3/18 Notice to bargain Jan.10/18 Exchange of proposals May/18 were canceled until more info on government budget is known Jun. 25, Sept. 24-25, Oct. 22, 23, Dec. 18/18, March/19 Negotiation Strike vote, supported by 94%. April 24, June 6, July 11/19 Conciliation Management put a final offer on the table. July/19 69% of members rejected the offer Aug./19 Conciliation No board report – union is in strike position as of the end of September. Sept. 20/19 Mediation Ratified agreement	2-year deal, so expires Mar 31/20. One-time stipend: \$1,000 FT; \$500 PT; & \$250 Relief. We got them to agree to split the stipend evenly between Mar. 31 & Apr. 1 so that the costs could be split between the 2 fiscal years ensuring that we are within Bill 124 parameters.	Received the 'notice to bargain & within 15 days' letter from CUPE Jan 3. Met with CUPE Jan. 11. & exchanged proposals. We were expecting, but did not receive, a large provincial package of demands. September meeting didn't make much progress. Union filed for conciliation. Conciliator: Angie Jones. Went back to mediation Sep 20. We accepted the union's offer to settle (from Aug. 28) & at the same time provided them with notice of a change in practice (that they had refused to bargain) re. selecting people strictly on seniority.
Open Hands, David Ferguson (ED)	Yes	Mar. 31/18, OPSEU	41 FT 50 PT and casual			March/18 Notice to bargain Sept.-Oct./19, Jan. 7, 8/20 Conciliation		Considering dates for the Fall. Union filed for conciliation as the agreement has been expired for more than 1-year. Conciliator: Angie Jones.

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Ongwanada , Wade Durling (ED), Alistair Lamb (Chief HR and Information Officer), Judy Sakell (HR)	No	March 31/21, OPSEU main (incl. most support staff) March 31/18, OPSEU nurses' March 31/18, CUPE (housekeeping, maintenance)	OPSEU 450 OPSEU Nurses 25 CUPE 50		OPSEU Nurses: CUPE:	OPSEU Nurses: CUPE: Aug/18 Negotiation OPSEU 6 dates for mid-late June, 2018 July/2018 Ratified agreement	OPSEU Nurses CUPE OPSEU Year 1: 1.75% or 46¢/hr whichever is larger Year 2: 1.5% or 40¢/hr whichever is larger Year 3: 1.25% or 33¢/hr whichever is larger Slight benefit increases. Mileage increase to 51¢ (from 50¢).	OPSEU: Will have to look at efficiencies within the agency. No outstanding pay equity obligation. OPSEU Nurses: CUPE:
Operation Springboard , Marg Stanowski (ED), Marissa D'Mello (HR Manager), Anna Peters (Controller)	Yes	Sept. 30/19, CUPE	87	14,000		Oct. 22/19, Jan. 21, 22, Feb. 3, 10/20 Negotiation		Expect to share the monetary proposal.
OPTIONS Northwest , Cheryl Duce (Director of Personal Support Services), Mark Beazley (Director of Community Services)		Mar. 31/20, Unifor Mar. 31/20 Ontario Nurse's Association (ONA)	210 FT, PT & casual 1 Health Care Consultant	76		Unifor: Sept. 6/17 Exchange of proposals Sept. 12/17, Oct. 25, 26, 27, 31/17 Negotiation Ratified agreement ONA: April 25/18 Negotiations Tentative deal April 26/18 Ratified agreement	Unifor: Year 1: 0.8% Year 2: 1% Year 3: 1% ONA: Year 1: 1.5% Year 2: 2%	ONA: There is only 1 person in the bargaining unit.
Ottawa Carleton Lifeskills , Jocelyne Paul (ED), Brad Purvis (Dir. HR)		Mar. 31/20, CUPE	163	152		Notice to bargain June 5, 6, Oct. 1/18 Negotiation Oct. 10/18 Union ratified agreement Tentative agreement Oct. 24/18 Board ratified	Year 1: lump sum FT \$1,000, PT & casual \$500 Year 2: wage reopener; small increase to MSPP (3% to 3.5%) for both employer & employee New vision care at \$300 over two years. Bumped staff up to qualified rate (part of equal pay for equal work).	Hoping for the stabilization money to be annualized; also, looking for finding further efficiencies.
Ottawa Foyers Partage , Kim Gallant (ED), Justin D'eath (Finance Manager)		Mar. 31/20, CUPE	14 FT 36 PT & relief				Year 1: 20¢/hr Year 2: 20¢/hr	Still figuring out the ways to pay the cost of the agreement.

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Participation House Durham, Michelle Marshall (ED), Izabela Wielgosz (HR Director)		Jan. 31/22, CUPE	70	30	15 days' notice was included in the Notice to bargain. Quite a number of letter of understandings as they relate to provincial.	Jan./2018 Notice to bargain Jan. 14/18 Exchange of proposals Mar. 22, Apr. 10, Oct. 22, Nov. 19, 22/18, Feb. 21, 27/19 Negotiation April 26, May 7/19 Conciliation May 24/19 No Board Report June 7/19 Conciliation Ratified agreement	Year 1 (2018-19): stipend \$1,000 for FT, \$850 for PT, \$500 for casual Year 2: nothing – strike preparation needed to be started and the money was used for that; union was aware Year 3: 24¢/hr (0.98% increase), split in two: 12¢ on April 1 & 12¢ on October 1 Year 4: 20¢/hr, split in two: 10¢ on April 1 & 10¢ on October 1	Stabilization money will cover pay equity; so, at this point there is no money for wage increases. Getting into monetary. Union applied for conciliator. Conciliator: Angie Jones First date of conciliation didn't go well – Angie Jones was good. Upon ratification, the pension plan increased 0.5%.
Participation House London, Brian Dunne (CEO)		Not unionized.						
Participation House Markham, Shelley Brillinger (ED)	No	Mar. 31/19, SEIU	125					
Participation House Toronto, David Funston (ED)	Yes	Mar. 31/19, SEIU	30			March 25/19 Negotiation July 22, Aug. 26/19 Conciliation No board report. Oct. 1/19 Mediation Strike vote date is set. Oct. 2/19 Strike date	Management's final offer: Year 1: \$300/\$150 signing bonus Year 2: 1% Year 3: 1%	Non-monetary part is completed. Conciliator: Angie Jones The Oct. 1 final meeting was unsuccessful – a vote was forced on management's final offer (union didn't make any recommendation towards the offer). The vote was not successful. Union held a strike vote, later a work stoppage; staff didn't support a strike and work stoppage. At the end of October attempted a HILDA application; thankfully it was stopped. Another vote on the previous final offer will be held by the union's request, as everything the union tried was unsuccessful.
Pathways To Independence, Lorrie Heffernan (ED), Darlene McKenny (COO), Deborah Paus (CHRO)	Yes	Mar. 31/21, OPSEU	300	250		Jan./19 5-days of Negotiations Feb., April 12/19 Negotiation May/19 Ratified agreement	Year 1: \$1,200 stipend for FT and RPT, \$800 for PT Year1: 2% to SW grid, 1.5% for all other classifications Year 3: 1.25% for all classifications	Had 1 classification Support Workers (SW) who have PSW qualifications that got a higher increase in 2019, (year 2). They were falling behind the market here and we were having a hard time recruiting. Our other classification is the councillor position and they require a diploma or degree.

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Peterborough Communication Support Systems , Andrea Pringle (ED)		Not unionized.						
Reena , Brian Keshen (President/CEO), Sonia Kapila (HR Director), Andres DePablo	Yes	Jun. 24/19, OPSEU local 554	407	300			Nov./19 7 meeting dates, Jan./20 Negotiation	
Rygiel Supports , Donna Marcaccio (ED), Frederique Bogris (HR)	No	March 31/18, CUPE	79 PT 94 FT		Year 1: 96¢/hr, Year 2: 99¢/hr – total cost of union’s ask is over \$700,000/year.	Notice to bargain Oct. 1, 3, 25/18 Negotiation		New CUPE rep.
Safe Haven for Community Living , Susan Bisailon (ED)		No unionized.						
The Salvation Army Broadview Village , Art Mathews (ED)	No	May 26/18, OPSEU LG May 31/19, OPSEU SM	120 4	68 residents 40 day program participants 38 fee for service participants		OPSEU LG: Mar. 12, Oct. 15-20/18 Negotiation		Took over another Salvation Army Ministry Unit and & inherited their small bargaining unit. OPSEU LG: Looking at dates in October.
The Salvation Army Lawson Ministries , Deanna Finch-Smith (ED)		Not unionized.						
Service Coordination des Services (SCS) , Anna Lacelle (ED), Shannon Grant-Drummond (Service Coordination des services’ financial officer)		Not unionized.						
Sudbury Developmental Services , Mila Wong (ED), Janice Gosselin	No	March 31/19, CUPE	215	286				
Sunbeam Centre , Laura Thies (Interim ED), Tim Wilson (HR)		March 31/22, ONA (registered nurses) March 31/20, Unifor (all other employees, incl. registered practical nurses)	10 220	134	ONA:	ONA: May/19 Negotiation Ratified agreement.	ONA: Year 1: 1% Year 2: 1% Year 3: 1%	ONA: Planned ahead to be able to pay for the 1% increase for each of the three years.

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Surrey Place Centre , Terri Hewitt (Interim CEO), Bruce Wilson (VP, Human Resources), Shashi Ponnappa (EA)	Yes	March 31/19, OPSEU local 511	240		Management offered a 1 year agreement with 1% wage increase – membership didn't accept it and filed for conciliation and held a successful strike vote.	April/19 Exchange of proposals April, May/19, Jan./20 Negotiation/Conciliation		Layoffs had to be issued after the first day of bargaining for 20 staff (union was aware) – this went fairly smoothly. Monetary part of negotiations is put on hold due to the delay in budget submission. Conciliator: Denise Small
Surex Community Services , Aruna Ogale (ED), Kevin O'Brien (Director of Operations)		March 31/20, OPSEU	140			Jan./16 Notice to bargain Oct. 25, 26, Nov. 1, 3/16 Negotiation Jan. 18, 25/17, Feb. 14/17 Negotiation Feb./17 Applied for conciliation June 8, 14/17 Conciliation Ratified agreement	Lump sum payment for year 1: FT \$250, PT \$200, Casual \$50 Yr 2 Effective April 1/17 1% for everyone Yr 3 Effective April 1/18 1% for everyone Yr 4 Effective April 1/19 1% for everyone Vision care increase from \$250 to \$275 (\$25) increase Increase in lieu of benefits for part time employees from 2% to 3% (1% increase)	Conciliator: Diane Bull (changed from Diane Parson) Effective upon ratification a cap on physio of a maximum of \$65 per visit to a total maximum of \$2,000 per calendar year for each eligible employee and dependent (it used to be unlimited. This saved money on the premiums.) Very minor language changes.
Tamir , Mark Palmer (ED), Lisa Giffin (HR Manager)		Mar. 31/20, CUPE	135	100	Union applied for conciliation right after the exchange of proposals.	July 13/18 Exchange of proposals Nov. 8/18 Conciliation Ratified agreement	Stipends only: Year 1: \$1,000 FT, \$500 PT, \$300 Relief Year 2: \$1,000 FT, \$500 PT, \$300 Relief	Conciliator: Angie Jones
Tayside Community Options , Kim O'Connor (Interim ED)		Mar. 31/20, CUPE	85	50		May 25/18 Negotiation – language was discussed Jun. 21/18 Negotiation – monetary items to be discussed June 28/18 Ratified agreement	Year 1: 1% increase Year 2: 1% increase Staff will receive one and half times straight wage on Statutory holidays worked. (Previously it was just Christmas Day.)	Maintenance call back time paid is a minimum of 3 hours. Staff can move one bereavement day to the burial day.
Total Communication Environment , Karen Belyea (ED), DJ McDonald (Director of Operations)		Mar. 31/20, CUPE	171	94		Notice to bargain Oct. 22, Nov./18 Negotiation	Year 1: stipend \$875 FT, \$650 PT, \$300 casual Year 2: 0.5% pension increase	Agency is able to absorb the cost of the agreement.

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Valoris for Children and Adults of Prescott-Russell , H��l��ne Fournier (ED), Lynn Rivard (HR), Mireille Brasseur		Mar. 31/ 21 OPSEU			The union's initial proposal had language for protection of unionized work, leaves from bill 148, protection of time for union reps, unionization of non-union employees and protection of employee rights for medical information. Also, they put forth a huge monetary increase in the form of meals, mileage, benefits, reclassification of an entire category of employees, wellness fund, and shared cost for LTD, 2% over the next 3 years, and other items.	Dec./17 Notice to bargain Feb. 27, Mar. 2, 5/18 Negotiation Mar. 8/18 Strike vote, 98% in favour April 26/18 Conciliation Tentative agreement May 3/18 Ratified agreement	Year 1: 1.5% increase, 1% signing bonus to all staff Year 2: 1.5% increase, Year 3: 1.75% increase, Mileage increase to 51��. Meal allowance increased to \$38 (from \$30). LOU re. job evaluation and classification review in 2019. Looking at streamlining services; increase efficiencies to cover cost of agreement.	We are a multiservice agency with mandates in Adult Development, Child Welfare, Children's Mental Health, Child Development and Domestic Abuse. Management proposed bringing in a conciliator and union readily agreed. After the strike vote union indicated they are still willing to negotiate to come to the best agreement. Conciliator: Gerry Loranger
Vita Community Living Services , Adam Smith (ED)	No	Dec. 31/19, SEIU	FT: 271 PT: 98 RL: 48 FTE's: 344	236				
Woodstock & District Developmental Services , Belinda Burger (CEO)		Mar. 31/20, OPSEU	180	373		Jan./18 Notice to bargain Tentative agreement – membership turned it down Aug. 15/18 Second ratification vote – Ratified agreement!	Year 1: 50��/hr increase to all staff. The asleep night staff due to having a blended rate of pay received an increase of \$1.23 due to minimum wage increase in January 2018. Year 2: 30��/hr increase to all staff	There were a few language changes most minor and some minor benefit increases as well as 25�� increase for weekend premium.
Y's Owl Maclure Cooperative Centre Inc. , Hugh Nelson (ED)		Not unionized		300				