

INFORMATION SHARING TELECONFERENCES -- MEETING NOTES -- Monday, March 2, 2020 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 as it may beep or plays music for those one the call.
- 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

- Ministry started to attend again the meetings; they perceive this that this is how they engage and consult with the sector – it is more sharing and presenting information with us that leads to the opportunity for some discussion and this will continue. Coordinated bargaining will be discussed at the March meeting as per Rupert's request – we will share more information on this at the next call. Discussion on the Call to Action document – the committee is meeting again soon re. next steps. Ron Pruessen presented on the Housing Task Force Report and their work. They will go ahead with their own media/press release with three of the political parties joining them (the Conservatives won't be joining). Had a presentation Individualized Funding (IF) library at Surrey Place – more info will be shared with the sector in the near future.

4. OASIS Update – Dave Ferguson

- OASIS Board met last week. Discussion occurred on pre-budget submission, meetings with MPPs – three focus point for these discussions are received well.
- Conference and AGM is scheduled for May 20-22 at Deerhurst – registration info is coming out soon.
- At the last phone call there was a question raised by Rick Hill re. Bill 148 costs to agencies. This has been discussed with Rupert and the answer was that this is a discussion between agencies and their regional office.

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

- No update.

6. Provincial Network HR Committee Update – Eugene Versteeg

- The committee welcomed Barbara Kirouac, HR Director from Dryden-Sioux Lookout; so, the committee now has a broader representation as she is from the north region.
- HR Metrics survey is being finalized. Work is ongoing about recruitment – innovative strategies; meeting is being scheduled for March to understand the issue more and develop sector-wide strategies. Robert Hickey is supporting the committee and is planning a psychological health survey. Financial literacy training – part of the middle management education strategy that was part of the HR Strategy. Funding has been received for this from MCCSS. Continuing the work to engage the Regional Planning Tables with HR Updates and dialogues. Robert Hickey is also working with the committee on an HR Incubator Lab – seeking innovative HR strategies. Continuing to meet with HR Network Leads – networks are growing.
- HR Forum is opening tonight – two days will be packed with 28 sessions, over 240 registrants.

7. Community Living Ontario Update – Chris Beesley

- In the process of looking for a Director of Policy to fill the shoes of Keith Dee
- Upcoming events: April 14 – Policy Forum at Ryerson University with the topic of Equitable Health Care Access. May 14 – Day at the Legislature.
- Currently in negotiations with the MOH around equitable access to the family managed home care program – depending on the region there are different experiences and capacity to manage the funds. More info to come.
- Have been working with CACL on Medical Assisted Dying legislation. Bill 7 proposes changes that would eliminate the requirement that death would be foreseeable to access medical assistance to dying; chronic illness or disability would allow qualify. It is important to safeguard against the notion that disability makes a life not worth living – this adds to the social stigma and barriers people with disabilities already face.

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

- Nothing at this time.

9. Other items – David Ferguson for Michelle Palmer

- Treasury Board review of PH Durham is still underway (please see previous call's notes for more info).
- Next call: **March 30, 2020 @ 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 9:25 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	March 31/19, OPSEU						
Access Community Services , Carol Blaind (ED), Kimberly McGlashon (Business Manager)	No	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						
AISO (Association pour l'integration sociale d'Ottawa) , Patricia Dostie (ED), Sylvie Vernier (Dir. of HR), Charlene Commarmond (HR Coordinator)	Yes	March 31/20, CUPE	128 total 53 FT 32 PT 42 casual	266 total			Jan. 10/20 Notice to bargain	Looking at summer and fall dates.
Alice Saddy Association , Bud Carter (ED)								

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Anago (Non) Residential Resources Inc. , Kathryn Eggert (ED)	Yes	March 31/21, OPSEU March 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: Notice to bargain.	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. In the process to unite with another agency – negotiations will change.
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.
Bethesda Services , Paul McGowan (Chief HR Officer)	Yes	March 31/20, CUPE March 31/20 ONA	100 FT 150 PT 3 staff members			CUPE: Feb., March/20 Negotiation ONA: Feb./20 Notice to bargain	CUPE: ONA:	
The Bob Rumball Canadian Centre of Excellence for the Deaf , Karen Chambers (ED), Karen Swolfs (HR Director)	Yes	Jan. 30/19, CUPE	85	100	Management put an offer on the table, but the union is waiting on the outcome of the battle on the 1% limit.	Notice to bargain Feb. 13, 14, March/19 Negotiation Aug, Dec. 10./19 Conciliation March/20 Negotiation	Dec. 10/19, March 23/20 Conciliation	Conciliation over the monetary discussion. Conciliator: Angie Jones
Brantwood Centre , Jo-Anne Link-Flood (ED), Steve Wood (Dir. Of Finance), Brigette O’Neill (Dir. of Operations)	No	Nov.15/19, SEIU	62 FT 120 PT	109			Dec. 6, 13, 16/19 Negotiation	Conciliator: Hanane Benzidane Union filed for conciliator. Waiting for dates.
Brockville and Area Community Living Association , Sandra McNamara (ED)	No	March 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.

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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		March 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.
Central West Specialized Developmental Services (Oakville), James Duncan (ED) (Also rep Great Lakes Society on Prov. HR Cmte), Michelle Rolston (HR Dir.)	Yes	March 31/21, OPSEU March 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 Feb. 26/20 Conciliation March 3/20 Ratified agreement	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	ONA Filed for conciliation. Conciliator: Marshall Russel

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Christian Horizons, Eugene Versteeg (HR Dir.), Jennifer Gleva (VP of HR)	Yes	First agreement Chatham, Unifor	78	25	Unifor – Staff Ratios, PT seniority, admin hours	Unifor Jan./2020 Exchange proposals		CLAC – Christian Labour Association of Canada UFCW – United Food and Commercial Workers Working towards the first collective agreements.
		First agreement Woodstock, CLAC	42	15	CLAC – Casual workforce, PT benefits, pension	CLAC Jan./2020 Exchange proposals		
		First agreement Toronto, UFCW	352	242	UFCW – Scheduling	UFCW Jan./2020 Exchange proposals		
Choices, Heather Bruce (ED), Sherri Lafleur (Support Services Director)	No	Oct. 25/19, SEIU	140					
CL Access Support Services, Tricia Morris (ED), Bruce Robinson (Dir. HR)	Yes	March 31/20, OPSEU	94	55		Notice to bargain.		Union is in no hurry to meet.
CL Ajax-Pickering & Whitby, Lisa McNee-Baker (ED), Marilyn Flanagan, Tracy Caughey (Manager of Finance)	Yes	March 31/24, CUPE	56 FT 71 PT 15 non-union	310		Received notice to bargain early. Two days of bargaining – reached agreement.	Year 1: stipend Year 2: 1% Year 3: 1% Year 4: 1%	
CL Algoma, Niccette Reed (Dir HR)	Yes	March 31/20, CUPE	265					No update.
CL Atikokan, Jim Turner (ED)		March 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)	Yes	March 31/20, CUPE	150 FT 100 PT					No update.

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CL Burlington, Judy Pryde (ED)	No	March 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				
CL Central Huron, Rosemary Foran (ED)	Yes	March 31/20, OPSEU	77	94			Feb./20 Notice to bargain.	
CL Central York (formerly CL Newmarket Aurora District), Colleen Zakoor (ED), Tara Watt (Dir. Of HR)	Yes	Dec. 31/19, OPSEU	210 union	250		Jan. 29, 30, Feb. 12, 25/20 Negotiation Mar. 4/20 Ratification vote		
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)	Yes	March 31/20, CUPE	84	100		Feb./20 Notice to bargain		

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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)	Yes	March 31/20, CUPE	31 (12 FT, 19 PT) 6 non-union	47		Jan. 14/20 Notice to bargain		No update.
CL Manitoulin , Louise Laplante (Acting ED)	Yes	March 31/18, CUPE	FT: 14 PT: 36 Temp: 3 Total: 53			Jan. 14/20 Notice to bargain		No update.
CL Essex County , Karen Bolger (ED), Claire Market (HR Dir.), Karen Charette (Director of Operations), Linda Hurst (EA)	Yes	March 31/20, CUPE	200 FT 450 PT	650		Jan./20 Notice to bargain	Jan./20 Notice to bargain	
CL Fort Frances , Alanna Barr (ED)	No	March 31/19, CUPE	90	120		Jan. 8, 9, 10, Feb. March/20 Negotiation		
CL Georgina , Susan Rome (ED)	No	March 31/20, CUPE	56 FT 64 PT					
CL Glengarry , Danielle Duranceau (ED), Laurie McKay Levack (Mgr)	Yes	March 31/20, CUPE	85			Jan./20 Notice to bargain	Feb./20 Notice to bargain.	

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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)	Yes	March 31/20, CUPE	400 Total 230 FT				Feb./20 Notice to bargain. April 7, 21/20 Negotiation	CUPE rep. shared that they won't wait for the court case to unfold – they want to bargain and just put a clause in.
CL Hamilton , Sylvia D'Intino (ED), Jennifer Krawczyk (Dir. of Operations), Claude DiFruscia (Director of Finance), Robert Davidson (HR)	Yes	March 31/20, CUPE	216	1,000		Jan./20 Notice to bargain	Feb./20 Notice to bargain. April 6, 14, 24/20 Negotiation	
CL Huntsville , Suzanne Willett (Interim ED), Charlene Hofstetter (HR Manager)	Yes	Dec. 31/19, OPSEU	61			Oct., Nov. Dec. 17, 18/19, Feb. 19/20 Negotiation Tentative deal Feb. 19 – waiting for ratification		
CL Kincardine & District , Andy Swan (ED)	No	March 31/20, CUPE						
CL Kingston , Peter Sproul (ED), Jeff Harrison (HR),	No	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)	Yes	March 31/20, OPSEU	160 FT 276 PT			Jan./20 Notice to bargain		
CL Elgin , Michelle Palmer (ED), Denise House (HR Director)	Yes	March 31/20, OPSEU	260	400		Jan./20 Notice to bargain		

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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 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.
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 North Bay, Sherry Carnevale (ED), Renée Hacquard (CFO)	No	March 31/20, OPSEU	225 union					
CL North Perth, Mark Philips (ED)	Yes	March 31/20, OPSEU	11 FT 21 PT	45		Jan./20 Notice to bargain		

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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.
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						

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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 BFWF Act is between \$125,000-\$150,000.
CL Parry Sound , Jo-Anne Demick (ED), Brad Horne (Manager, Employ./Volunteer)	No	March 31/20, OPSEU	52	155				
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		
CL Quinte West , Iain Harper (ED), Andrew Hutchison (Dir, Finance & HR)		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)	No	March 31/20, CUPE	180 FT & PT	570		April 1/20 Exchange of proposals		
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)	No	March 31/20, CUPE (Vocational) March 31/20, CUPE (Paraprofessional) March 31/21, OPSEU	20 14 136	350		CUPE (Vocational) CUPE (Paraprofessional) OPSEU Aug. 13-15, Sept. 19-20/18 Negotiation Sept. 26/18 Ratified 3 year agreement.	CUPE (both): 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: 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.
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.

Association, Contact	Present	Contract Expiry, Union	# Union Staff	# People Supported	Demands	Important Dates	Wage Increase Negotiated	Comments
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)		March 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.
CL Tillsonburg , Cathy Hudson (CEO)	No	March 31/20, OPSEU						
CL Toronto , Brad Saunders (ED), Rose Cutajar (HR Dir), Anne Sarwan (Manager, Employee and Labour Relations)		March 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)	Yes	March 31/20, OPSEU	360	970		Jan./20 Notice to bargain		
CL Upper Ottawa Valley , Tina Williams (Interim ED), Colin Howard (HR Director)	Yes	July 27/19, CUPE	80			Jan., Feb., March 11, 12/20 Negotiation		

Association, Contact	Present	Contract Expiry, Union	# Union Staff	# People Supported	Demands	Important Dates	Wage Increase Negotiated	Comments
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).
CL Welland Pelham , Drew Moir (Co-ordinator of HR)	No	March 31/20, CUPE March 31/21, SEIU	2 FT 4PT 29 FT 112 PT	435		CUPE: SEIU: March 18/19 Ratified agreement	CUPE: 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	CUPE: SEIU: 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 , Melodie Cook (ED)	Yes	March 31/20, CUPE	450			Feb. 10, 11/20 Negotiation Feb. 24/20 Union ratified – waiting for Board Ratification on March 11/20	Jan. 22/20 Notice to bargain	
CL West Northumberland , John Klassen (ED), Judy Rahme (HR Manager)	No	March 31/20, OPSEU	35 (14FT, 9PT, 12 Relief)	204				
CLH Developmental Support Services (formerly CL Huronia) , Dean Johnson (ED), Maureen Wright (Dir. of HR), Andrew Walker (COO)	Yes	March 31/20, OPSEU	181 union			Jan./20 Notice to bargain		No dates yet.

Association, Contact	Present	Contract Expiry, Union	# Union Staff	# People Supported	Demands	Important Dates	Wage Increase Negotiated	Comments
Community Visions and Networking (Quinte) , Terri Korkush (ED)		March 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.
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)	No	March 31/20, OPSEU	100					
Developmental Services Leeds & Grenville , Tom Turner (ED)	No	March 31/20, OPSEU	48 FT					
Empower Simcoe , Claudine Cousins (CEO)	Yes	Nov. 21/23, SEIU March 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	SEIU Oct. 3 + 8 more dates/19 Negotiation Tentative agreement Dec. 16/19 Ratified Agreement IBEW March 18/20 Negotiation	SEIU Year 1: PT dental benefits paid 50%-50% by staff and employer, EAP to all 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	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. IBEW (International Brotherhood of Electrical Workers):
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				

Association, Contact	Present	Contract Expiry, Union	# Union Staff	# People Supported	Demands	Important Dates	Wage Increase Negotiated	Comments
Innovative Community Support Services , Jaynee Champagne (ED)		Not unionized						
Kenora Association for Community Living , Debbie Everley (ED), David Dutka (Director of Finance)	Yes	March 31/22, OPSEU	210	576		Feb. 4, 5, 6/20 Negotiation Feb. 7/20 Tentative settlement reached Feb. 27/20 Board ratified March 3/20 Union ratification	Year 1: 10¢/hr increase retro to April 1/19 Year 2: 1% Year 3: 1%	Mileage increase from 45¢ to 50¢/km.
Kerry's Place Autism Services , Isabel Meharry (Interim ED), Stacey Hummel (HR Director), Hema Tuitt (VP of HR)	No	March 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.
		March 31/19, CUPE – Southeast Bellville region	213	5,000 community support	CUPE SE Bellville: Sticking point: shifts and how to distribute them.	CUPE SE Bellville: Sept. 24, 25, Oct./19 Negotiation	CUPE SE Bellville: Dec. 17, 18/19, March 4/20 Conciliation	CUPE SE Bellville: Conciliator: Angie Jones, 3 rd national union rep.
		Oct. 31/20, CUPE – Peel/Dufferin	282			CUPE Durham/Oshawa: Aug. 27-29, Dec./18, March/19 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 SE – Belwood/Guelph	58					
		March 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)	No	March 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)		UFCW (United Food and Commercial Workers) Nov. 10/22	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	3 Year Deal As per bill 124 - 1% increase to wage grid each year Letter of understanding that if Bill 124 gets repealed or there are changes as some unions are challenging it through the court system we will meet again to only discuss monetary.	Union invited a conciliator to the Dec. 13/19 meeting. No enhancement to benefits. Relying on the stabilization dollars to cover the cost of the agreement.
Mills Community Support Corporation, Brittany Hudson (HR Dir.)	Yes	March 31/20, CUPE	144	49 DS 22 Assisted Living		Jan./20 Notice to bargain		
Montage Support Services, Tullio Orlando (CEO), Iryna Kunets (HR)	No	OPSEU, March 31/20	25 FT 175 PT					
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.)	No	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.
Norfolk Association for CL, Stella Galloway (Interim ED)	No	March 31/20, OPSEU	157	159				
OCAPDD, David Ferguson (ED)	Yes	March 31/20, CUPE	200 FT 250 PT			Jan./20 Notice to bargain		No update.

Association, Contact	Present	Contract Expiry, Union	# Union Staff	# People Supported	Demands	Important Dates	Wage Increase Negotiated	Comments
Open Hands , David Ferguson (ED)	Yes	March 31/18, OPSEU	41 FT 50 PT and casual			March/18 Notice to bargain Sept.-Oct./19, Jan. 7, 8, March 12/20 Conciliation		Considering dates for the Fall. Union filed for conciliation as the agreement has been expired for more than 1-year. Conciliator: Angie Jones.
Ongwanada , Alistair Lamb (ED), 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		Negotiations have been positive. CUPE doesn't want to discuss monetary at this point – they seek direction from the members. Still waiting for union to get back to the table to discuss monetary.
OPTIONS Northwest , Jill Thompson (Director of HR), Cheryl Duce (Director of Personal Support Services), Mark Beazley (Director of Community Services)	No	March 31/20, Unifor March 31/20 Ontario Nurse's Association (ONA)	210 FT, PT & casual 1 Health Care Consultant	76		Unifor: ONA:	Unifor: ONA:	ONA: There is only 1 person in the bargaining unit.
Ottawa Carleton Lifeskills , Jocelyne Paul (ED), Brad Purvis (Dir. HR)	No	March 31/20, CUPE	163	152				
Ottawa Foyers Partage , Kim Gallant (ED), Justin D'eath (Finance Manager)	No	March 31/20, CUPE	14 FT 36 PT & relief					

Association, Contact	Present	Contract Expiry, Union	# Union Staff	# People Supported	Demands	Important Dates	Wage Increase Negotiated	Comments
Participation House Durham, Michelle Marshall-Brooks (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 Upon ratification, the pension plan increased 0.5%. After settlement, in early December 2019 a letter was received from the Treasury Board Secretary asking for details on agreement as it was their perception that it violated Bill 124. Agency and CUPE are asking for details; the Treasury Board responded by asking them to send information to them. They are in the process of fighting, justifying that their deal is below the 1% for the 3-years.
Participation House London, Brian Dunne (CEO)		Not unionized.						
Participation House Markham, Shelley Brillinger (ED)	No	March 31/19, SEIU	125					
Participation House Toronto, David Funston (ED)		March 31/22, SEIU	30		SEIU attempted to classify	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 Ratified 3-year agreement	Management's final offer: Year 1: \$300 FT/\$150 PT 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.

Association, Contact	Present	Contract Expiry, Union	# Union Staff	# People Supported	Demands	Important Dates	Wage Increase Negotiated	Comments
Pathways To Independence , Lorrie Heffernan (ED), Darlene McKenny (COO), Deborah Paus (CHRO)		March 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.
Peterborough Communication Support Systems , Andrea Pringle (ED)		Not unionized.						
Reena , Brian Keshen (President/CEO), Sonia Kapila (HR Director), Andres DePablo	Yes	Jun. 24/22, OPSEU local 554	407	300		Nov./19 7 meeting dates, Jan./20 Negotiation Feb. 12/20 Board Ratified agreement Feb. 14/20 Union ratified	Year 1: 1% increase in RRSP Year 2: 1% general wage increase across the board Year 3: 1% increase in RRSP	Benefits enhancements resulted in some savings – given back to union in increase vision coverage and to the dental fee guide.
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				

Association, Contact	Present	Contract Expiry, Union	# Union Staff	# People Supported	Demands	Important Dates	Wage Increase Negotiated	Comments
Sunbeam Centre , Brian Swainson (ED), Laura Thies (Director), Tim Wilson (HR)	Yes	March 31/22, ONA (registered nurses) March 31/20, Unifor (all other employees, incl. registered practical nurses)	10 220	134	Unifor:	Unifor: April 7, 8, 9/20 Negotiation	Unifor:	Unifor:
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 April 28, 29/20 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)	No	March 31/20, OPSEU	140					
Tamir , Mark Palmer (ED), Lisa Giffin (HR Manager)	No	March 31/20, CUPE	135	100				
Tayside Community Options , Kim O'Connor (Interim ED)	No	March 31/20, CUPE	85	50				
Total Communication Environment , Karen Belyea (ED), DJ McDonald (Director of Operations)	No	March 31/20, CUPE	171	94				

Association, Contact	Present	Contract Expiry, Union	# Union Staff	# People Supported	Demands	Important Dates	Wage Increase Negotiated	Comments
Valoris for Children and Adults of Prescott-Russell , H�el�ene Fournier (ED), �lise Larocque (HR), Mireille Brasseur		March 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)	Yes	March 31/20, OPSEU	180	373		Jan./20 Notice to bargain		
Y's Owl Maclure Cooperative Centre Inc. , Hugh Nelson (ED)		Not unionized		300				