



Social Services News

Community Services Divisional Council | Fall 2011



Message from the Chair

In 2010 the provincial government suggested that all public sector workers take a two-year wage freeze. Fancy charts were used to reinforce the idea that we could afford this. A small sacrifice to be made or is it? Public sector workers historically have made monetary sacrifices resulting in our wages falling behind those in the private sector.

What are the particular bargaining challenges faced by the Social and Community Services Sector? Historically our sector was referred to as the ‘volunteer’ or ‘not-for-profit’ sector. Today the business model has infiltrated our work. Our sector is referred to as an ‘industry’ We are told to measure success through performance targets such as outcome measures, productivity and accountability agreements with the Ministry - heavily weighted towards numbers of people that are served. And yet, our work is about ‘human capital’ rather than financial profit. We create value through our investment in people which contributes to healthy and vibrant communities. Social well being cannot be measured by the profit motive alone as it elevates self interest above societal needs.

The government is counting on workers to ‘buy’ that we are the ‘volunteer’ sector and would therefore volunteer a wage freeze. This despite the fact that many households cannot make ends meet even with two incomes and that the cost of living between January 2010 and June 2011 has increased by 5.9 per cent. As Bob Dylan sang: “The times, they are a changing...” This is why our members are fighting for and achieving improved language and wage settlements in 2011.

In this issue are the results from the Copenhagen Psychosocial Questionnaire (COPSOQ) survey evaluating the work environment which was completed by delegates CSD meeting at the BPS Conference. The results offer valuable insights into the personal cost of working in our ‘industry’ and why strong collective agreements are key to providing quality public services.
In solidarity,

 Deborah Gordon, CSDC Chair

For members in:

Developmental Services	Sector 2
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PUBLIC SER. FIGHTBACK

SECTOR UPDATES

Upcoming Events:

- Nov. 17/18 - Sector 2 Executive meeting
- Nov. 30/Dec. 1- Sector 15 Executive meeting
- Dec. 5/8 - Sector 5 Executive meeting
- Dec. 6/7 - BPS All Chairs
- Dec. 8/9 Sector 4 Executive meeting

Authorized for distribution by
Warren (Smokey) Thomas
President, OPSEU



Legislation News

Health & Safety - Linking causes of stress with symptoms

Workplace burnout, stress, sleep deprivation, excessive levels of bullying and harassment are taking their toll on members of OPSEU's Community Services Division. At the 2011's BPS Conference, over 153 members completed the Copenhagen Psychosocial Questionnaire (COPSOQ). The questionnaire examines sources of stress (workplace and home) to symptoms and workers' general health. It is used worldwide and has a population of data to compare our results to.

In comparison to workers in Denmark this is how we fare:

- We receive less support from supervisors, rewards, recognition, and predictability.

- Almost twice as much emotional demand in our jobs.
- Threats of workplace violence and bullying are at least 13 times greater.
- Very low trust in management, and low justice and respect.

When comparing these items with what people linked to symptoms, workplace bullying came out on top as affecting people's sleep, with efforts and rewards affecting people a close second. Next steps include developing a sector plan and reporting findings to the members who completed the questionnaire. We will also discuss using the COPSOQ to develop local priorities and tools to address some of these workplace issues. *Terri Aversa, Health and Safety Officer*

College of Registered Psychotherapists and Registered Mental Health Therapists of Ontario

The mandate of the College is to regulate registered psychotherapists and mental health therapists in the public's interest. The Transitional Council held several open committee meetings in 2011. Three Regulations are required under the Psychotherapy Act, 2007, in order that the Act may be fully proclaimed and the College may begin operations; Registration, Professional Misconduct and Quality Assurance Regulations. The Council will submit final drafts of regulations to the Ministry of Health and Long Term Care after the public consultations and will be looking at registration in the fall of 2012. **Once enacted, this piece of legislation will change the landscape for some of the job postings across the sector introducing new fees required to belong to the College and affiliation requirements.** OPSEU submitted a brief under Bill 71

<http://www.opseu.org/news/Press2007/041607submissionstandingcmte.pdf> on the scope of the legislation and the social services sector. For more information please visit: www.collegeofpsychotherapists.on.ca

Assault on Ontario's Public Services

This year the Liberal government launched the *Commission on the Reform of Ontario's Public Services*. Don Drummond, a former bank vice-president, has been charged with preparing a blueprint for radically downsizing the province's public sector.

Like many other countries facing recession, corporate interests have lobbied government to exploit the current fiscal crisis to exact further concessions from workers. The Commission's report will inform the development of the 2012 Budget. Social services which have been historically under funded will be facing cuts and the specter of privatization.

Unions will be at the forefront of this fight, exposing the reality that austerity only benefits the top 1 per cent.

From Queen's Park:

Premier McGuinty has appointed the following new Cabinet Ministers to the minority Liberal government:

Hon. John Milloy, MPP, Kitchener Centre
Minister of Community and Social Services
Email: jmilloy.mpp.co@liberal.ola.org

Hon. Dr. Eric Hoskins, MPP, St. Paul's
Minister of Children and Youth Services
Email: ehoskins.mpp.co@liberal.ola.org

Hon. Laurel Broten, MPP, Etobicoke-Lakeshore
Minister Responsible for Women's Issues
Email: lbrotten.mpp.co@liberal.ola.org

Sector Updates Developmental Services



Pattern Bargaining

Members of OPSEU Local 740, Community Living Thunder Bay, and OPSEU Local 738, Avenue II Community Program Services, ratified their collective agreements on Sept. 27 and 28. Since the PDT table was unsuccessful, OPSEU took the initiative to pursue a pattern settlement which we believe is achievable at all tables.

Local 740 four year deal:

Wages: Year 1 - lump sum \$850

Year 2 - lump sum \$850

Year 3 - 2.5% increase

Year 4 - 2.5% increase

Other gains: Sick leave for part-time employees and language on part-time conversion.

Now is the time for developmental services workers across the province to bargain agreements that put an end to high job turnover, that recognize the rights of part-time workers, and defend decent jobs for all.

Send a clear signal and let the employer know that you expect no less

Newly elected Sector 2 Executive

Chair - Sue Walker, suewalker@mountaincable.net
L. 249 - Central West Specialized Developmental Services

Vice-Chair (2A) - Erin Rice, last2know23@hotmail.com
L. 740 Community Living Thunder Bay

Vice-Chair (2B) - Silvana Cacciatore-Roy
silvanatbcf@hotmail.com
L.738 - Avenue II Comm. Prog. Services, Thunder Bay

Vice-Chair (2C) - Beth Collier, collierbeth@aim.com
L. 511—Surrey Place Centre

Communication rep—Cheryl Wing
cherylwing7@gmail.com
L.249 - Central West Specialized Developmental Services

Health & Safety rep—Karen McKinnon
anniemoley@hotmail.com
L.358 - Peterborough Community Living

Children's Aid Societies

This was a significant year for bargaining contracts with the Provincial Discussion Table (PDT). To date there are 22 agencies that ratified settlements using the PDT and two agencies that have not. There are four agencies that are still at the table. The Sector will continue to advocate for change through meetings with the *Commission to Promote Sustainable Child Welfare*, OACAS, the Child Advocate and the new MCYS Min. Hon. Eric Hoskins.

Newly elected Sector 4 Executive

Jane Kaija (L 668) Chair

Mike Rowan (L 458) Vice-Chair

Brenda Malott (L 116) Secretary/Treasurer

Laurie Nancekivell (L 116) Member-at-large

OPSEU Local 334 members on Strike



Striking workers at L.334 brought their message to Jeff Leal, MPP

Kawartha-Haliburton CAS, members have been on strike since Oct. 17. The Bargaining Council and Sector executive members joined L. 334 members on the picket line in Peterborough. We were impressed by the positive and strong stand that they have taken, fighting to improve working conditions KH-CAS. Members are protecting their job security, hours of work, and challenging the punitive workload climate. Within five weeks of striking the Board of Directors at KH-CAS fired the Executive Director, Hugh Nicholson. The members expect that they will be in mediation in the coming days.

Sector Updates continued

Children's Aid Societies continued

Good bye to Rick Pybus

Amalgamations affecting 14 agencies will take place before April 2012. Rainy River and Kenora and Leeds and Lanark have filed under the Public Sector Labour Relations Transition Act, (PSLRTA). The merger between Leeds and Grenville and Lanark resulted in CUPE representing the workers at the new agency. Not only did we lose one of our units, we lost Rick Pybus, former Sector Chair.

Rick has done tremendous work over the last 10 years advocating for our members to build strong collective agreements, representing the sector at the Ministry through his reports on funding deficits and workload Issues and meeting with OACAS and the Commission for Sustainable Child Welfare. We will miss you Rick and we wish you all the best! *Jane Kaija, Sector Chair*



Rick Pybus walking the picket line with members of OPSEU Local 334 Kawartha-Haliburton CAS.

CAS and Child Treatment members mark National Child Day Nov.20

Members across the province wore stickers to work to mark this day. The Chairs of CAS and CTS submitted a letter to the *Commission for the Review of Social Assistance*, and both Ministers Hoskins and Milloy, demanding that Ontario Works and the Ontario Disability Support Program rates be raised above the poverty line.

Members were asked to circulate and post the letter to all members, agency management and their local politicians.



Child Treatment

On June 19th at the CTS Divisional Meeting, your new Executive was elected for the 2011-2013 term. Our first Executive meeting was held on September 28th and 29th. We will focus our energies this term in supporting CTS Local and coordinated bargaining efforts. We will continue to promote the Kids Matter campaign and overall to maintain good communication links with our CTS members. Bargaining conference calls currently continue on a bi-weekly basis.

Newly elected Sector 15 Executive

Deb Gordon (L145) Chair
Rachelle Lacoste (L666) Vice-Chair
Carolyn Averill (L144) Secretary-Treasurer
Mike Quinn (L441) Member-At-Large
Tannis McGinn (L460) Member-At-Large

Initial funding from the March 2011 provincial budget began to flow in late August to local agencies. Monies have generally been targeted to the development of Mental Health Supports to schools, addressing waitlists and mental health in the youth justice system. Hiring for these newly created positions has begun. With these opportunities arise challenges. Our crumbling infrastructure due to years of under-funding is further burdened by 'accountability' measures built into the Ministry service contracts. We have begun to receive reports that the additional tracking information as required by the Ministry has caused workload issues for our workers. While funds address waitlist management it may be well at a cost: rationed service. It will be important for us to monitor our workload and ensure that quantity does not outweigh the quality of the work we do.

Sector Updates continued

Child Treatment continued

OPSEU Local 666 members on Strike

Members of OPSEU Local 666, Sudbury Child and Family Centre walked off the job on Nov. 21 after mediated talks broke down. They face an employer who wants to impose evening and weekend work despite the fact that services are currently offered at these times based on employee flexibility. Members are determined not to bargain concessions which include changes to job security language that would limit notice of lay-off and the ability to exercise bumping rights, extended hours of work without regard to seniority, and compensation based on the pattern developmental services agreement.

Local 666 has our solidarity and support as they fight to achieve a fair agreement that respects and supports work-life balance for CTS workers and their families – something important to us all.

Deb Gordon, Sector Chair

Child mental health services at risk in four communities over hours of work dispute.

Workers at Sudbury Child and Family Centre, Centre De L'enfant et de la Famille Ngodweangizwin Aaskaagewin, could be in a strike/lockout position on Nov. 21.

Members of OPSEU Local 666 have been in negotiations for a new contract since May 3, 2011. On Nov. 2 talks broke down in conciliation, and the clock is now counting down towards a strike.

The 83 full-time, part-time, and casual staff provide mental health services to over 2,300 children and their families in Sudbury, Espanola, Chapleau, and Manitoulin.



Corrections Health and Safety

Dear members,

The newly elected sector executive recently met for the first time following the BPS conference. At the conference four of our previous members were re-elected. We would like to welcome a new member, brother James Grenier.

At the BPS conference we reported on our work plan. We continue to make gains with implementing our plan as we work on: communication with the units in our sector, continuing our goal of collective bargaining, organizing, communication with our governing ministries about our concerns, and promoting our sector within OPSEU.

There are been three bargaining units that successfully negotiated new contracts. These contracts included wage increases and other general improvements. We continue to monitor other trends happening in the sector, provincial incidents, counts, changes to relevant legislation, arbitration and labor board decisions.



Back row left to right: Jonathan Guider Chair, Joe Davies Vice-Chair, Davis Farrugia Secretary, & Mirla Alvarado-Fenn Sector Negotiator, **Front row:** Maurice Guenard Alternate, James Grenier, Treasurer.

As we work towards our goal of coordinated bargaining in 2013, we continue to encourage and remind our members to keep this date in mind when negotiating. In hopes of building a stronger sector we are aligning our goals not only within our sector but also networking with units not represented by OPSEU. There are 21 units in our sector which we hope may increase in the future.

Your Corrections Sector Executive Committee

Sector Updates continued

Community Services



Sector 5 Executive, front row: Amy Clements, Paula Charepe, Matthew Bury, Lin McInnes and BPS Delegates.

Message from the Chair

We have hit the ground running right after a successful sector meeting at the BPS conference. Our goal for the next few years is to strengthen our sector bargaining capacity. We will be conducting a survey to all of the units in Community Services this fall and we count on the members to make this successful! We are thrilled to announce that Community Services will be holding a **“Bargaining Leadership Workshop”** in 2012, after convention. Three members from each unit in Sector 5 will be able attend. We will continue to develop our work plan with the assistance of our Sector Negotiator, Lynne Easter-Froats, and look forward to working together with the unit leadership in sector 5. *Amy Clements, Sector Chair*

Newly elected Sector 5 Executive

Chair - Amy Clements
Lulusparkle@gmail.com
L. 518 North York Women’s Shelter

Vice-Chair - Paula Charepe
paula_charepe@yahoo.ca
L.512 Working Women’s Community Centre

Secretary/Treasurer - Matthew Bury
mattbury@hotmail.com
L.216 Banyan Community Services Inc

Member-at-large- Lin McInnes
lin.mcinnis@gmail.com
L.540 Homes First Society

At the table in 2011

The following sectors are in bargaining:

Child Treatment	18 units
Developmental Services	43 units
Youth Justice	10 units
Children’s Aid Societies	6 units
Community Services	19 units

Resources/ Books

Compassion Fatigue website link:

<http://compassionfatigue.ca/>

Linda McQuaig and Neil Brooks “The Trouble With Billionaires” (2010) – The authors makes a compelling case as to why economic inequality is one of the largest problems facing us.

Jack Layton “Speaking Out Louder: Ideas that Work for Canadians” (2006) - Layton's blueprint for Canada highly acclaimed and powerfully written, this book captures Jack Layton's political vision and optimism that marked his life's work.