

## HOME AND YOUTH CARE WORKER BARGAINING UPDATE

### MESSAGE FROM THE PRESIDENT

Dear brother / sister,

I am writing you today as an update on negotiations.

As you are aware, we are at the tail end of a provincial election. We have pushed to make home care an issue during this election.

The current minority government may allow us more leverage to push for positive change for home care workers in the province.

We will be reaching out to government in the coming days to talk to them about this crucial issue.

We sent a questionnaire out to each party asking where they stood on the issues. One of the questions was specifically about Home Care. You can see the party responses and our analysis here:

<https://www.nape.ca/article/2019-election-party-questionnaire-response-package/>

### CONCILIATION

As you are probably aware, there were no additional funds provided for home care salaries in the recent provincial budget. The home care agencies rely on government funding to provide their home care service and pay wages and benefits. This has meant that many of the negotiations have reached a standstill.

As a result, NAPE has applied for conciliation to help move the process forward in hopes that we can reach collective agreements that will be acceptable to you.

Conciliation is the process of intervention in collective bargaining by a neutral third party knowledgeable in effective negotiation procedures. This third party is called a "Conciliator." This person helps employers and unions reach a collective agreement, but has no authority to make decisions.

While the need for conciliation is not always necessary, it is a normal part of collective bargaining.

In the event that the parties are unsuccessful in conciliation, and the officer has determined that the parties are at a stalemate, the officer will write a report to the



government. This report triggers a 15 day count down for the parties to be in position to take a strike vote or initiate a lock-out.

This does not mean there will be a strike or lock-out.

It is a part of the process that is necessary when bargaining stalls. I can tell you personally, and on behalf of our bargaining teams and negotiators, that we are fully committed to reaching a deal at the bargaining table, if that is possible.

However, it takes both the union and the employer to reach an agreement. While the employers have, by and large, been willing partners in the bargaining process, they will need to go that extra mile to reach an agreement.

A strike is an absolute last resort and can only happen based on a majority vote of the individual home care members. We are not at that stage and we hope we never will be. I wanted to be transparent and clear with you on how this process works so you can have the information that you deserve as a NAPE member.

A schedule of when each home care group/agency met and where they are in terms of the collective bargaining process, including conciliation status, is outlined below this letter.

We are hopeful that an agreement can be reached at the table.

As some of you may recall, we used conciliation services the last round of bargaining to help us reach a good deal for you.

We are hopeful that agreements that are acceptable to you can be reached. Home care workers play a vital role in our province's health care system and they should be treated with the dignity and respect that comes with that role.

We will continue to lobby on your behalf for the respect and compensation that you truly deserve.

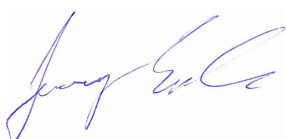
We very much appreciate your patience and support. As we move forward with negotiations, we will provide further updates.

Should you have specific questions about bargaining, please contact the following NAPE Employee Relations Officer:

David Healey  
(709) 682-1548  
1-800-563-4442  
dhealey@nape.ca

In solidarity,

Jerry Earle  
President  
NAPE



## Collective Bargaining Status

October 3rd-5th, 2018 – Met with Group of 3 (All Care Home Support Ltd., In Home Health Care Services Ltd., The Best of Care Ltd., to be added in to the Group of 17 contract).

October 18th-19th, 2018 – Group of 20 Negotiations

November 13th-15th, 2018 – Group of 20 Negotiations

November 22nd-23rd, 2018 – Caregivers Inc. Negotiations

January 16th-17th, 2019 – Caregivers Inc. Negotiations

March 12th-14th, 2019 – Group of 20 Negotiations

March 20th-22nd, 2019 – Caregivers Inc. Negotiations

March 27th-28th, 2019 – TLC Negotiations

April 30th-May 2nd, 2019 – Group of 20 Conciliation

May 6th-9th, 2019 – Caregivers Inc. Conciliation

May 14th-16th, 2019 – TLC Conciliation

May 21st-25th, 2019 – TLC Conciliation (Tentative)

\*The Group of 20 represents the following Home Care Agencies:

All Care Home Support  
A Better Living Home Care  
Best of Care  
Better Care Home Care  
Comfort Home Care  
Compassion Home Care Inc.  
Exploits Homecare Agency  
Helping Hands Home Care  
Horwood's Home & Community Support Services Inc.  
In Home Health Care  
Loving Hands Home Care Services Ltd.  
Maximum Home Support Services Inc.  
Notre Dame Compassionate Care  
Provincial Home Care Central  
Provincial Home Care  
Quality Home Care Services Inc.  
Rosemore Home Care Services  
Serenity Nursing and Home Support Services  
Total Care Nursing In the home Services Ltd.  
Your Home Care Services Ltd.