



together for better

Issue #5
August 5, 2022

CUPE 5430 BARGAINING UPDATE

Dear Valued Member:

We hope you are enjoying your summer and that you were able to take the vacation you were hoping for. We understand the realities of our workplaces right now, so we know many of you didn't and we hope you reached out to your regional offices or the reps in your facilities for assistance where it was needed.

Your Bargaining Committee wanted to reach out to you to let know about some happenings in the last little while.

You are likely all aware of the AIMS implementation struggles over the last several years. It is a work in progress and appears to be slated for implementation on September 25, 2022.

You should also be aware that CUPE and the SHA recently negotiated a one-year collective agreement extension which included many provisions set to become implemented on October 23, 2022. These include CUPE-wide seniority, bidding rights and postings. This language was duly negotiated, agreed upon and ratified.

On July 20, 2022, the Employer came to CUPE Local 5430 to request a delay in implementation of those articles from October 23, 2022 to January 15, 2022. CUPE met with the Employer on July 22 to discuss the request. We were informed that the Employer needs the delay because it will be difficult to manage implementation and to add in changes shortly after.

Subsequently, representatives of all five regions met to discuss the request. Your representatives agreed unanimously to reject the Employer's request to delay for two main reasons.

1. AIMS has been delayed repeatedly. If we agree to delay now, there is a high likelihood that we will be asked to delay again.
2. Our members have just gone through more than two years of having their rights denied while working endless hours under persistently distressing conditions. Your Union is not prepared to agree to deny them any more rights because the Employer's computer system is delayed, again.

On July 25, the Union sent a letter to the Employer formally refusing their request to delay the implementation of the October 23 articles.

You should be aware that the short turnaround between AIMS going live, and the changes required on October 23 will likely result in many errors. These errors will need to be corrected. If you discover a problem as a result of AIMS, you must notify the Employer and the Union. Your Collective Agreement is in force; if you are denied any rights due to an AIMS error you will be entitled to a remedy.

In solidarity,

– Your Bargaining Committee

- Bashir Jalloh (President)
- Linda Renkas (VP)
- Nancy Black (Rec. Sec.)
- Rhonda Osipoff (Treas.)

- Linda Vancuren (R1)
- Sharon Paul (R2)
- Rebecca Noble (R3)
- Adrienne Gardiner (R4)
- Corinne Sopel (R5)

- Lori Sutherland (Staff)
- Mira Lewis (Staff)
- Debbie Mihail (Staff)