



**WE ALL DESERVE BETTER**

## **LONG-TERM CARE LEAD TABLE BARGAINING UPDATE**

**DECEMBER 2022**

The Lead Table has met with the Employer Committee on April 25 and 26, May 25, June 28, July 21 and lastly on August 16.

Since then, the Committee conducted an information tour across Nova Scotia to update members on the status of Lead Table Bargaining.

We are very disappointed to inform the members that we have been unable to engage the Government in any meaningful discussions or negotiations since the last meeting in August.

Since we have been unable to engage the Government in further negotiations, we have not been able to convince the funder that all classifications are deserving of additional wage adjustments!

The ongoing offers that fail to adequately address adjustments for Long-Term Care workers (other than CCAs) only continue to deepen the sense of neglect and lack of respect for the valuable work these workers provide to the residents in their care, and that these employees are effectively facing a wage roll-back given that the financial offers so far do not even offset the rising cost-of-living.

We must continue to increase the awareness and public attention on the lack of progress in bargaining by moving towards possible strike action. This is the last thing the Committee and members want; it is the last thing the Long-Term Care Sector needs; but the Government does not yet appear to be serious about fully addressing the wage concerns of all workers in the Sector.

The bargaining status of CUPE Long-Term Care Locals is as follows:

- 49 of the 50 Homes are in bargaining
- 29 Locals are in Conciliation
- Locals have begun to take Strike Votes (results range from 92% to 100% in favour of Strike Action if necessary)

All Long-Term Care Locals need to continue to work with their assigned Staff Representative to:

- Apply for Conciliation
- Take strike votes
- Commence negotiation of an Essential Service Agreement by requesting a draft of the Employer's Essential Service Agreement in accordance with Section 6 (4) of *The Essential Health and Community Services Act*
- Once in Conciliation, reach an impasse and have their Conciliation report filed.

It is abundantly clear that unless Long-Term Care members send a strong, clear message to the Government our concerns will continue to be ignored!

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**Questions?** If you have any questions, please contact:

**LOUISE RILEY, Chairperson**

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