



WE ALL DESERVE BETTER

Bargaining update for CUPE members in the long term care sector.

The bargaining process

There are two levels of bargaining taking place simultaneously, "provincial" and "local". CUPE represents more than 3,500 members working in 50 long-term care homes across Nova Scotia. The CUPE NS Long Term Care and Community Services Coordinating Committee works to represent affiliated locals in aspects related to legislation, collective bargaining, and other provincial matters related to the sectors.

Your CUPE provincial bargaining team consists of the chairperson of the committee, and four regional representatives (one from each area of the province) along with the support of the CUPE long term care coordinator. The employer's provincial bargaining team consists of representatives from the lead home, five employer representatives from homes across the province, and the assistance of representatives from the Health Association Nova Scotia.

There have been three days of bargaining at the provincial table that took place **April 25, April 26, and May 25**. For this round of bargaining, CUPE 3454 (Shoreham Village) has agreed to act as our bargaining agent, otherwise known as the "lead table".

There are fifteen proposals being discussed in provincial bargaining, most of which have monetary impacts. So far, the employer's bargaining team was unable to offer anything other than to make the same offer as the "Northwood" economic settlement. That offer included a three-year term with wage increases of 1.5% for each of the three years, plus a 1% increase on the last day of the contract, and a 10-cent per hour increase each for the shift and weekend premiums.

Their offer was emphatically rejected by your CUPE bargaining team.

On Wednesday, May 25, both parties agreed that an impasse had been reached and that negotiations would benefit from the assistance of conciliation services. Two dates are set for conciliation, which will take place **June 28 and 29**.

Our greatest strength comes when we move forward together

We need our locals to keep up. It's important that bargaining at our local tables keeps pace with what's happening at the provincial bargaining table.

Individual locals should move to conclude their own bargaining as quickly and effectively as possible, and get into a position to apply for conciliation, which will help support our efforts at the lead table in provincial bargaining.

JUNE 27

Provincial Day of Action

We *all* deserve better and that includes **support workers in long term care** who are an important part of the "team" that delivers care. By not extending any wage adjustments to all job classifications, the PC government is not recognizing the value these workers provide. This includes dietary and kitchen staff, laundry, maintenance, recreation, and others who work in support positions in nursing homes.

CUPE support staff who work in long-term care, their co-workers, and friends, will hold rallies across the province as part of a **"Day of Action" on Monday, June 27**, calling on the government to increase wages for support staff too.

Rallies will take place from 11 am to 1 pm, similar to the rallies held on [November 30](#).

Please save the date and begin preparing to hold your rally in your area! More details coming soon.

Questions?

If you have any questions, please contact the committee chairperson or staff coordinator.

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