



**WE ALL DESERVE BETTER**

**LEAD TABLE BARGAINING UPDATE FOR DEPARTMENT  
OF COMMUNITY SERVICES FUNDED SITES**

**JANUARY 2023**

*Hope you all managed to have some time to enjoy the Holidays with your families!*

We wanted to provide an update on our Lead Table Bargaining and some issues that have been brought to our attention.

Our Lead Table, Local 3067, New Dawn, has not yet begun their Local bargaining process due to the Employer's lawyer assigned by Health Association NS (HANS). We are told that it will be late January or early February before they can get started.

The Provincial protocol for the Lead Table dictates that a Local needs to be agreed upon, and their Local bargaining issues must be completed before the Lead Table process can start.

The DCS Director of Labour Relations, Matthew Spicer, has committed to speaking with the assigned lawyer to see if anything can be done.

He also relayed that a wage adjustment for the "Counselor" classification(s) will be implemented within the Sector-but not until the Lead Table process is completed. This adjustment will see the counsellor classification rate be equal to that of the CCAs.

The question of how or if the wage adjustment applies to the 4 homes that are currently not matched with CCAs will be determined at the bargaining table.

We have been made aware that this wage adjustment has already been provided to the non-unionized work sites and any unionized work site that is not open for bargaining---agreement not expired.

This means that at this time, Local 4963 Queens Association for Supported Living will receive the adjustments.

This situation is unacceptable and frustrating!

There have been repeated conversations with HANS and DCS in trying to get dates for the Lead Table booked.

We have also asked that the government revisit their decision and allow for the implementation of the wage adjustment for ALL work sites. The same process that the government did in implementing the wage adjustment for CCAs.

In Solidarity:

- We will continue to pressure the government to address your interests. Remember that this fight is not with your Employer but with this government!
- We ask that each Local ensures that they are ready to bargain, work with your assigned Servicing Representative on booking dates and get your Local bargaining completed as soon as possible.
- We need to work together to send a strong, clear message to the government that this is unacceptable, and they must address our concerns now so that some members don't feel left out, not respected, and not valued for their work. So, therefore, we will be asking you to participate in an Action.

- If you haven't done so already, we need each Local to send us the contact information with each member's mailing address, phone numbers and emails by Thursday, January 12.
- Post this update on your bulletin boards and your Facebook page(s), so members are informed of this critical issue and what we are collectively doing to respond to it.
- For updates, check the Facebook pages of CUPE Nova Scotia <https://novascotia.cupe.ca>, LTCCC [CUPE NS LTCCSCC - Long-Term Care & Community Services Coordinating Committee](#), and your Local.
- Reach out to us if you have any questions.

Thank you for all you do to care for our communities. We will continue to fight with you because we are stronger together!

In Solidarity,

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