



# MEMO

The Participation House Project (Durham Region)  
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**DATE:** Friday, June 7<sup>th</sup>, 2019  
**TO:** PH Families and Friends  
**FROM:** Michelle Marshall, Executive Director  
**RE:** Labour Relations Update – Strike Action Anticipated

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Participation House has long prided itself on the respectful relations we have had with our employees and their union, CUPE.

In that spirit, we have worked hard to try to secure a negotiated renewal of our collective agreement with CUPE since January 2018. Today, we met with the CUPE and a conciliation officer from the Labour Board to attempt to reach an agreement. Unfortunately, despite our exhaustive efforts to meet CUPE's demands, it now appears that a strike is imminent. CUPE has now publicly communicated their intention to go on strike, as early as Monday morning at 12:00 a.m.

## **What happens now?**

The priority of our board and management is the continuity of service and the safety and wellbeing of the people and families we support. We are taking steps to prevent surprises, sudden service disruption, and strike activity that could cause hardship or be unsettling for the people we support and the PH community.

In the event of a labour disruption next week, PH's office will remain open unless circumstances dictate that it is impractical or unsafe to do so. We will also continue to deliver residential services during any labour disruption, however, our day community support, employment support and respite services will unfortunately be temporarily discontinued.

## **Our commitment to the PH community.**

We understand how difficult this uncertainty is for entire PH community – our employees, our partners in the community, and most importantly the people and families that we support. We will work hard to bring any labour disruption to an end as quickly as possible. At the same time, we are resolved that we can only accept an agreement with CUPE that respects:

- Our commitment to maintaining our services and jobs.
- Our commitment to the quality of our supports.

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- Our commitment to meeting the needs of the community.
- Our commitment to you.

We thank you for your patience and consideration and will provide you with updates as this situation develops.

Should you have any questions, please contact Michelle Marshall at [mmarshall@phdurham.com](mailto:mmarshall@phdurham.com).