



MEMO

The Participation House Project (Durham Region)
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DATE: Wednesday, June 5th, 2019
TO: All Employees
FROM: Michelle Marshall, Executive Director
RE: Commitment to Continuous Communication
June 6th Information Sharing Meeting

Hello Everyone,

Thank you!!!

Please except my sincere thanks to everyone for participating (directly or indirectly) in our information sharing session today. We appreciate that this is a stressful time for everyone, but our conversation today is proof of the strength of our relationship. Together we have achieved so much and we have a bright future ahead of us. We look forward to continuing to work with you, and your union, to improve conditions for our employees and the people and families we support.

Key Questions:

Coming out of today's conversation it was clear that you have a lot of questions about the New Overnight Counsellor classification. Please see our memo about the new classification sent on June 3rd, 2019 for more information on this.

We are confident that your representatives will share our answers with you. However, some of the finer details may have been challenging for them to record, such as the comparative information about how overnight support is paid in this province. Below you will see the chart that was included in our presentation.

PH NEW Classification- Overnight Awake (ONA)	CLAPW -ONA	CLOC - ONA	KPAS - ONA	SUREX - ONA
20.20-20.80	19.76- 21.33	19.91- 20.52	17.90- 18.93	18.37- 20.28

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From this you can see that, in addition to **respecting and maintaining wages for our existing overnight support staff and keeping them whole**, we're also planning to pay new overnight support staff **fairly and more generously** than many other agencies in our sector.

Your questions about where savings from this new classification would go were also really important. We want to assure you that we want to **reinvest every dollar** of those savings **in our existing employees** – specifically in the enhancements in our final offer (**float day, pension increase, wage increases and stipends etc.**) Reinvestment of these savings is how we're able to offer these enhancements.

We respect your right to be represented by CUPE. We also respect your right to vote tomorrow on our Final Offer. Whatever your feelings about our offer, we hope you will come out and vote. If you don't vote, the choice will be made by the employees who do show up.

Whatever the results of the vote, we are committed to **competitive compensation** (our DSPs are among the highest paid in the sector), remaining an **employer of choice**, and working towards a resolution that respects the priorities that we have developed together:

1. Maintaining Jobs and Service
2. Maintaining the quality of our services
3. Maintaining our ability to continue to be responsive to needs

Thank you for engaging with us in this process.

Yours truly,

Michelle

For your convenience, please see below the information that was included in the June 3rd, 2019 memo regarding the new job classification:

Why are we creating a new overnight classification?

- Right now, day and overnight supports are in the same classification.
- Overnight work **doesn't require the same effort, skill, responsibilities or qualifications** as day supports.
- The new overnight classification accurately reflects the qualifications, skill, effort and responsibility required for overnight supports.
- This new position will allow us to **hire new staff from a much bigger pool of candidates** (i.e. people without DSWs or equivalent training), without additional costs.
- This will **reduce recruitment challenges** and **reduce reliance on temp staff**.

Why does PH want to pay new overnight support staff less?

- At present, overnight supports are paid at the same rate as day supports. **This isn't fair** to day support staff whose work is much more intense and requires more skill, effort and responsibility. **Overnight work shouldn't be paid the same as day supports.**
- Paying day support rates for overnight work is a **waste of the PH's funding**.

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- The **savings** we would get from paying NEW overnight staff at a fair but lower rate would allow us to provide **generous stipends and/or wage increases to ALL EXISTING staff.**

What are you going to spend the savings on?

- The total amount of money we have in our budget will not change.
- What will change is where the money goes.
- All dollars saved from paying NEW overnight are going to be reinvested in wage increases and the other enhancements here.
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How do the wage rates for NEW overnight counsellors compare with other overnights?

Will existing overnight staff be paid less?

- **NO! They will still be paid their current rates!** Existing overnight staff will receive their existing wage rates and generous stipends that keep them whole and equal to what day support staff receive!
- The new lower rates would apply to **NEW staff hired after ratification only.**

Will it lead to increased use of Temp Staff?

- **NO! It will actually reduce Temp Staff usage!** Reducing the qualifications for this role to reflect actual requirements, will open up recruitment to all the candidates out there that aren't qualified to be a DSW providing day supports!

Why can't PH just go with CUPE's Plan?

- CUPE's so-called plan to address recruitment is for PH to hire unqualified workers for DSW positions and then pay thousands of dollars in funding we don't have for them to take the DSW course.
- This plan is **financially irresponsible** and would significantly **reduce the quality of our services** because it would mean **new unqualified staff providing day supports.**
- CUPE'S "plan" is on top of **impossible monetary demands** and refusal of cost saving measures.

BOTTOM LINE: We can't and won't compromise the supports we provide, PH's financial stability, or job security interests of our existing workers by accepting CUPE's plan that would require PH to fork out thousands in training costs on top of unsustainable wage increases and enhancements, without any way to pay for them.

We hope you'll **VOTE FOR THE PH PLAN** for fair wages for new overnight staff, huge stipends and/or competitive hourly rate increases for ALL existing staff.