



# MEMO

The Participation House Project (Durham Region)  
55 Gordon Street, Unit 1, East Administrative Tower, Whitby ON L1N 0J2  
Phone: 905-579-5267  
Fax: 905-579-5281

**DATE:** Thursday May 30<sup>th</sup>, 2019

**TO:** All Employees

**FROM:** Michelle Marshall, Executive Director

**RE:** Commitment to Continuous Communication  
Information Sharing and Updates

Good Afternoon All.

In follow-up to information shared via memo and our Staff Meeting on May 13<sup>th</sup> I provide the following information:

- **April 4<sup>th</sup>** - Strike Vote conducted and PH Employees **voted in favor of a strike**
- **April 26<sup>th</sup>** - Employer prepared and presented under the supervision of the Ministry of Labour appointed Conciliation Offer, the Employers Final Offer and agreed to meet for further conciliation on June 7<sup>th</sup>
- **May 10<sup>th</sup>** - Employer receives email notice of the Unions intent to forward a counter to the Employers Final Offer
- **May 22<sup>nd</sup>** - Employer received the Unions counter and seeks clarification of details in the Unions counter and commits to review, respond and confirms commitment to meet on June 7<sup>th</sup>
- **May 24<sup>th</sup>** - No Board Report issued at request of the Union – triggers **legal lock-out/strike period starting June 10<sup>th</sup>**.
- **May 27<sup>th</sup>** - Employer coordinates an earlier conciliation meeting via teleconference and asks Union to participate
- **May 28<sup>th</sup>** - Employer provides restructured Final Offer with monetary enhancements (**thousands in stipends + significant wage increases**) based on Union's demands. Union was informed that offer expires May 30 at midnight at which point Employer must use funds set aside for stipends to pay strike preparation (service continuity) costs.
- **May 28<sup>th</sup>** - Employer receives confirmation from Union agreeing to attend the May 30<sup>th</sup> conciliation teleconference
- **May 29<sup>th</sup>** - Union refuses to participate in the May 30<sup>th</sup> conciliation.
- **May 30<sup>th</sup>** - Union refuses Employer's Final Offer (**despite thousands in stipends and substantial wage increases on the table**) and Employer's caution that **after today** funding for **stipends will be reduced** due to strike preparation (service continuity) costs engaged starting May 31<sup>st</sup>.
- **May 31<sup>st</sup>** – Employers amended Final Offer applies – stipends reduced reflecting strike preparation costs (service continuity plans) **resulting from Union's demand for No Board.**
- **June 7<sup>th</sup>** – Scheduled Conciliation Meeting
- **June 10<sup>th</sup>** – Parties in a legal lock-out/strike position

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## **Strike Preparation Costs = Reduced Stipends for Employees**

The last thing that I want to do is waste money on strike preparation and service continuity planning. Unfortunately, the Union has left us with no choice. A **No Board has been issued after the Union's request**, meaning that a **strike** could begin as early as **June 10<sup>th</sup>**. I have delayed starting strike preparation as long as possible in the hopes that the Union would accept our Final Offer.

## **Employer's Current Offer Expires at Midnight**

Unfortunately, the Union confirmed this morning that they will **not** accept our Final Offer. As a result, we must commence strike preparation and service continuity planning tomorrow to ensure the safety and wellbeing of the people we support. Unless the union changes its mind **before midnight tonight**, we will have no choice but to use the money we had set aside for huge stipends for our employees to pay for strike preparation/service continuity planning costs. This means that the stipends in our final offer will have to be **reduced effective May 31, 2019**.

## **No Reductions in Pay or Benefits for any Current Staff**

The union claims that the reason they will not accept our offer is because of "concessions". We don't think our offer includes "concessions". In fact, our offer contains significant enhancements for all of our current employees, on top of already agreed enhancements.

The so-called "concessions" the Union is referring to relate to our proposal to create a new classification for overnight (O/N) counsellors that accurately reflects the qualifications (no DSW), responsibilities and appropriate pay rates for this role. No current staff would have their pay or benefits reduced, their high wage rates would be maintained, and they would all receive significant enhancements.

This change would ensure significant improvements in compensation and working conditions for all of our current staff, and would see new O/N staff receive a fair and reasonable wage for the work they perform. Without this change, we won't be able to afford the union's demands and the enhancements currently on the table will be out of the question. Overall security and sustainability will also be in jeopardy.

If you want to ensure that all of the enhancements currently on the table go to our employees, instead of being eroded by strike preparation costs, we ask you to **speak to your representatives now** and ask them about our offer, and if you think it's in our employees best interests, tell them you want them to accept the offer that **expires at Midnight** Tonight.

Things are moving quickly now:

- Sadly, unless our offer is accepted, tomorrow we will be putting our available funding into strike preparation costs.
- The stipends in our current offer will have to be reduced by the amount we have to pay out to cover these costs.
- A strike could commence on June 10<sup>th</sup>.

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We have tried very hard to prevent this from happening. **We want what you want: stability, job security, enhancements to your compensation.**

Our proposal achieves all of those objectives with no detriment to our employees.

Please help your union and your negotiating team see this.

Thank you for your attention.

Kind regards,