



# MEMO

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DATE: Monday June 3<sup>rd</sup>, 2019  
TO: All Employees  
FROM: Michelle Marshall, Executive Director  
RE: Commitment to Continuous Communication  
The Real Deal On New Classification

## **PARTICIPATION HOUSE PROJECT (DURHAM) STANDS FOR QUALITY SERVICES!**

With only 7 days until a potential strike, it's really important that you know your options – including your right to vote on our Final Offer!

Our Final Offer includes very generous enhancements including additional **FLOAT DAYS, HUGE STIPENDS, SIGNIFICANT WAGE INCREASES** and **PENSION** improvements! It also includes the creation of a new classification. The Union has shared its perspective on this new classification – this is ours.

## **THE REAL DEAL ON THE NEW 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 **misplacement of the PH's funding**.
- 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**.

***ACHIEVING EXCELLENCE WHILE INSPIRING GREATNESS***

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## 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.

Regards, *Michelle*