

What happens when your CAS merges?



TODAY'S CHILD WELFARE WORKERS
Protecting children – Growing better futures

As you know, our employers, Brant FACS and the CAS of Haldimand Norfolk have announced that they'll be merging into one new CAS agency.

CUPE

Although it's natural to feel some uneasiness when such changes are announced, we will face it together – united and in solidarity. The leadership of both CUPE 181 at Brant FACS (2 bargaining units) and CUPE 1766 at the CAS of Haldimand Norfolk (1 bargaining unit) have already met with CUPE National Staff and are working on a plan to integrate the CAS members of Local 181 and Local 1766.

Your Local Union leadership intend to present that plan at your next Membership Meeting. The new structure of your Local Union is the first important decision in this process. We are tackling our own internal restructuring first so that we can all focus together on protecting our rights as we move through this process. Please plan to attend Membership Meetings. They're your best opportunity to stay informed and be involved.

Because our workplaces are combining into one new agency, our bargaining units and Collective Agreements will also eventually combine. It may help to think of these two aspects of the process – internal Local Union structure and bargaining unit / Collective Agreement structure with the employer – as two sides of the same coin.

Local Union structure is an internal process for us to determine, separate from the employer. The bargaining unit part of the process, which we will negotiate with the employer, is governed by the Public Sector Labour Relations Transition Act (PSLRTA – pronounced puh – SLUR – tah). PSLRTA establishes certain rights for workers involved and provides a framework for the process of merging two or more CAS agencies. PSLRTA contains protections for our current wages, benefits, and working conditions as well as a dispute resolution mechanism which either union or employer can access by filing an application with the Ontario Labour Relations Board.

In solidarity,

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Our current working conditions are protected and our current Collective Agreements are in full force and effect. Although we don't expect any changes right now, please stay alert to that potential and report immediately to your Local Union representatives. Everyone has an important role to play as we move through this process together.

We'll continue sending regular updates and we hope to see you at the next Membership Meeting.