

**LOTS  
HAS BEEN  
HAPPENING –  
MUCH OF IT  
POSITIVE**

**CUPE5439**



## **LET'S START WITH THE MOST POSITIVE NEWS FIRST.**

On March 5, an independent Ontario Labour Ministry arbitration board decided that the most appropriate contract comparators for the work you do at Hillcrest Reactivation Centre are at other rehabilitation hospitals – including CUPE collective agreements at other University Health Network (UHN) hospital sites.

The arbitration board has agreed with CUPE that the terms and conditions of our work should be similar to other hospital workers.

**This is a very important decision** – because it says that no matter who your employer is, the work you do is comparable to the work done by other workers at hospitals like the University Health Network. This is a key first step to make significant improvements in our wages and working conditions. It also removes the major factor that encouraged University Health Network to resist our attempts to make us full hospital employees.

**I AM A  
HOSPITAL  
WORKER**

## **TORONTO COMMUNITY SUPPORT FOR CUPE 5439 MEMBERS IS VERY HIGH**

CUPE did a poll of 800 Toronto residents and asked them what they thought of UHN contracting-out patient care and your work to a community-home care agency (SE Health).

**The poll found strong disapproval for the contracting out.**



**76%** said they don't approve of it.



**75%** think UHN should employ you the staff at Hillcrest – directly.



**86%** think you should be paid similar wages as staff at other UHN hospitals.

People in Toronto are thinking the same thing as the arbitration board – that the work you do is comparable to other rehabilitation hospitals, including at UHN.

**So, when SE managers suggest otherwise to you they are only trying to divide us.** Let's not let them do that. Because what they are doing to us and the patients at Hillcrest is not right.

Remember that Torontonians and an arbitration board don't agree with the managers – they agree with CUPE that UHN should employ us directly, give us better wages and working conditions and stop exploiting us.

A lot of people – including many from the Coalition of Black Trade Unionists, came out mid-March for a Hillcrest neighbourhood car rally to tell UHN and SE Health they must stop exploiting us with low wages and poor working and that patient care must improve at Hillcrest.

To make this point even clearer to UHN, transit ads are up for the month of April. You may notice one these ads at the bus shelter/ bus stop at Bathurst and Nina. Another is near University Ave. and Gerrard where the UHN head offices are located.

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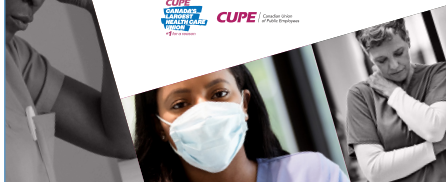


**TORONTO'S UNIVERSITY  
HEALTH NETWORK (UHN):  
TOO PRESTIGIOUS TO EXPLOIT  
HEALTH CARE WORKERS?**

**THINK  
AGAIN**

UHN-Hillcrest patient care is contracted out. These hospital workers get low pay and almost no sick days. UHN must end the exploitation at Hillcrest and hire these staff directly.

**[UHNdotherightthing.ca](http://UHNdotherightthing.ca)**



## **PROGRESS IN BARGAINING YOUR FIRST CONTRACT**

CUPE and the employer met on March 29<sup>th</sup> for the first of five additional days of negotiations. Any issues that cannot be agreed to in negotiations will be decided by the arbitration board at our final day of hearing on April 17<sup>th</sup>, 2021.

## **WE WANT TO HEAR FROM YOU**

This coming week you will get a phone call\* from CUPE 5439 president Niki Gurgon. She will be inviting you to an urgent CUPE 5439 meeting on April 13 at 6 p.m., where we will be joined by special guests from CUPE's Ontario Council of Hospital Unions (OCHU/CUPE) and CUPE National staff. They have been working with our local executive for the last few months. We will be reviewing next steps to our campaign and asking you to vote on a special motion. It is important that you join the union meeting on ZOOM April 13 (6 p.m.)

\* (Please make sure that the CUPE 5439 executive has your updated phone number and your personal email. Send any updates to: [rbursey@cupe.ca](mailto:rbursey@cupe.ca))

## **TALK TO US WE WANT TO KNOW WHAT YOU THINK**

Your executive will soon send you an email with a link to a short survey on staff morale, workload, working conditions, and quality of care at Hillcrest. It should take about 7 minutes to answer the survey and your answers are completely anonymous.

A CUPE Researcher will compile the overall results which will be used to help further CUPE Local 5439's campaign for better working conditions for us, and better quality of care for patients. Please make sure you fill in the survey - the more responses we have the stronger our case will be!

If you have any questions, contact a member of the Local executive or email Doug Allan, CUPE Research, at [dallan@cupe.ca](mailto:dallan@cupe.ca).

**Check out the video about working and care conditions at the UHN – Hillcrest site.**

Link to Facebook video: <https://fb.watch/4xGF-EuSBc/>

Link to website (w video): <http://UHNdotherightthing.ca/>

**Take part in the online action calling on UHN to do the right thing and employe directly.**

<http://UHNdotherightthing.ca/>

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