



JUNE/JULY 2025

OPSEU Frontlines

OPSEU Local 101's newsletter

Understanding central versus local bargaining & updates

Both OPSEU Central and OPSEU Local 101 will be engaged in Bargaining this year. You will hear a lot about bargaining, from both the Central and Local tables. What is the difference? Central Bargaining Tables include the Colleges, LCBO, Ontario Public Service (OPS), Corrections and Hospital Professionals Division (HPD). OPSEU Local 101 is considered to be in the Broader Public Sector (BPS) and is affiliated with the HPD Division. HPD is in bargaining with the Ontario Hospital Association (OHA) to renew the Central Collective Agreement. The first bargaining dates took place from May-July. The Mediation was not successful for the Central Table, and they will likely be moving to Conciliation and then Interest Arbitration. Central negotiates a full Collective Agreement for those that have agreed to bargain centrally with their respective Employers, in this case, the OHA. As Central usually precedes the Local Bargaining Tables, they begin first to determine the industry standards on items like wages, benefits. Each Central Table then may have additional Local Bargaining Provisions that are negotiated as well. To learn more about HPD Central Bargaining go to <https://opseu.org/sector/hospital-professionals>. This Central Agreement sets a template or framework for those that participate in Local Bargaining. Central Bargaining must be agreed upon by the Employer and the Union.

OPSEU 101 and its Employers, WRH, HDGH, ESHC, engage in Local Bargaining. Based on the central bargaining framework, the Local has an opportunity to benefit from central negotiations and try and gain superior provisions with each Employer. Based on the needs and demographics of the region, this can often be advantageous and allow for a tailored approach to each Collective Agreement based on the demands, set by the local membership, with their respective Employer.

Both Central and Local Bargaining have their strong points and we can benefit from the strategic planning and negotiating skills of central and local elected team members. OPSEU will provide periodic updates regarding how these various negotiations are progressing. With respect to Hotel Dieu Grace Healthcare/Windsor Regional Hospital/Erie Shores Healthcare, the new negotiating Teams that were elected have completed their training. There have been caucuses in July and the Teams are preparing the proposals for the Employers at this time. At this point there are no dates set to meet with the Employers. We will keep everyone informed. Remember, although contract negotiations can typically take an extended period of time based on the availability of both parties and external factors (i.e. COVID, cyber-attack...), the goal is to attain the best Collective Agreement for the parties.

OPSEU 2025 Donations Recipients

Each year, OPSEU Local 101's Donation Committee selects local, grassroots organizations to receive donations. Organizations are welcome to apply anytime. Information can be found on our website www.opseu101.org/donations. Here are this year's recipients, info about their programs and a photo of the cheque presentation. OPSEU Local 101 is proud to make a difference in supporting the valuable work of these local organizations. Each organization received a donation of \$1250.

WE Pridefest



WE Pridefest continues to be a highly anticipated local event that promotes equality and diversity through a range of entertainment, cultural, artistic, and educational events created for all to enjoy. With our donation to WE Pridefest, OPSEU Local 101 will have a table at this year's WE Pridefest Parade. Stop by to say 'hi' on August 10th.

CARA Cat Advocacy and Rescue Association

This grassroots organization aims to provide compassionate care to feral cats in our community. Money supports their efforts to carry out trap and release programs, medical care and arrange foster and forever homes.



Autism Services - Bruce Awad Summer Program



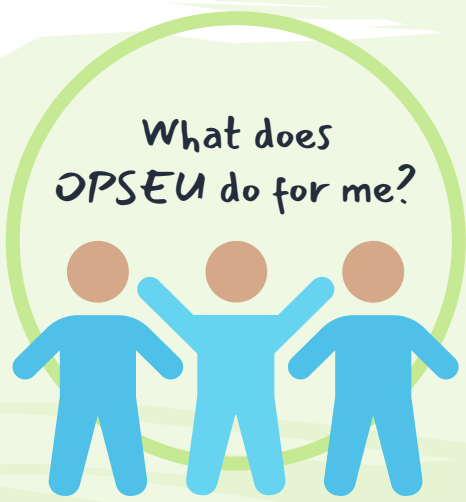
This unique summer program offers daily support in the months of July and August to children between 6 to 17 years who have a psychiatric diagnosis of autism. Qualified and specially trained staff consisting of directors, supervisors and support workers oversee the program. Most kids are supported on a one-to-one basis which is critical to the success of the program. The number of persons accepted into the program each year depends on the amount of funding received. Due to the tremendous need in the community, there is often a waiting list of families who wish to enroll their child into the Summer Program.

Bryerswood Youth Camp is a not-for-profit, charitable organization that offers structured programs for youth. Their first priority is to provide fun through learning about leadership, life skills, outdoor camping skills and environmental stewardship in a place where children will feel safe and welcomed. In this time of increasing use of electronics, being in a natural setting is highly recommended by mental health authorities.

Bryerswood Youth Camp Optimist Club



If you are looking for an amazing organization to donate to, please consider one of these groups. Your money will stay local and because these organizations are small and grassroots, they truly rely on and appreciate any donations to keep their programs running!



Improved Wages and Benefits:

- Unionized workers typically earn higher wages and have access to better benefits packages, including health and dental coverage, paid vacation, and sick leave.

Job Security and Protection:

- OPSEU provides support and representation when dealing with employers, including navigating issues like layoffs, downsizing, and disciplinary actions.
- The union offers resources and guidance on workplace rights and how to address unfair treatment.

Collective Bargaining Power:

- Being part of a union gives workers a stronger voice in negotiating their terms and conditions of employment, including wages, benefits, working hours, and health and safety.

Access to Resources and Support:

- OPSEU offers a range of resources, including educational opportunities, leadership development, and discounted services like cell phone plans, insurance, and travel.
- The union also provides expertise in areas like health and safety, human rights, and legal matters related to the workplace.

Workplace Advocacy and Campaigns:

- OPSEU actively campaigns on issues important to its members, such as fighting for fair wages, better working conditions, and against privatization and cuts to public services.
- OPSEU, members can participate in these campaigns and contribute to positive change in their workplaces and the broader public sector.

Being part of a strong labour union like OPSEU means gaining a collective voice, better protections, and access to resources that can significantly improve your working life. We receive all the benefits of participating in a strong union whose dues are among the lowest in Canada.

The online OPSEU membership application form is now active at www.opseu101.org in the “Important Member Forms and Documents” section. All new members should complete this form if they have not done so already. Thank you!



If you are a young OPSEU worker (under 35), consider becoming involved in your union by attending the Young Workers Conference October 3-5, 2025 in Toronto.

Deadline to apply is August 3, 2025.

More information can be found at
<https://opseu.org/event/273565/>

Reminder to use your Health Care Spending Account(HSA)!

One of the exciting newer features of our benefits package is a Health Care Spending Account. This \$500 credit can be used for eligible medical expenses that our plan covers. Our plan allows unused credits to be transferred into the next policy year. So, for instance if you didn't use all your \$500 HSA from 2024, it will be carried over to 2025. However, that unused credit will not carry over into 2026. At the end of a policy year, unused credits that have been carried forward from a previous policy year are forfeited. Be sure to take advantage of this great feature and use any carried over credits from 2024 before the end of the year :)

You can view your HSA balance through the Medavie Blue Cross Mobile App or at www.medaviebc.ca

The Medavie Blue Cross Benefits booklet and link to their site is now available on our OPSEU Local 101 website
www.opseu101.org/medavie-blue-cross/

OPSEU Local 101 Scholarship Recipients 2025

Each recipient will receive a \$1000 scholarship towards their attendance at a Canadian post secondary institution in the upcoming school year. OPSEU Local 101 is proud to support these individuals in reaching their goals! **Congratulations!**

Riley Burke
Philip Borek
Andrew Cronheimer
Sofia Dumo
Ada Faber
Russell Lawhead
Kai Liang
Liam Mifflin
Gren Ramadani

Upcoming Education!

- OPSEU passed a constitutional amendment that requires mandatory training on the topic of Dismantling Systemic Racism for all elected leaders, Bargaining Team members, H & S Reps, Equity Committee members, etc. This is a one day training session. Your wages will be paid by the union for you to attend. Next session is **Wednesday, September 17, 2025 9am to 5pm**, held at the OPSEU Windsor office on 3005 Marentette. If you are in an elected OPSEU Local 101 position, please connect with one of your LEC members and we can forward you the registration form. **Deadline to register is August 15 at 4:30pm**. For more information on the program, please visit <https://opseu.org/dismantling-systemic-racism-program>



- The next Region 1 Weekend Educational has been announced for **September 20 and 21, 2025**. It will be held at the OPSEU/SEFPO London Membership Centre – 1092 Dearness Drive, London, ON N6E 1N9. The deadline to register is **August 8, 2025**. Your wages will be covered for you to attend. Information on the educational was recently emailed. Please reach out to an LEC member if you did not receive the email. Thanks!