



The Ontario Nurses' Association (ONA) is the union representing 55,000 registered nurses and allied health professionals and more than 12,000 nursing student affiliates providing care in hospitals, long-term care facilities, public health, the community, clinics and industry.

Grand River Hospital

PSLRTA Update

Bulletin # 1 March 2010

ONA VISION

Ontario Nurses' Association:

Our Union.

Respected. Strong. United.
Committed to members who care for people.

L'Association des infirmières et infirmiers de l'Ontario: notre syndicat.

Respectée. Forte. Unie.
Dévouée à ses membres qui prennent soin des gens.

Grand River Hospital, ONA members:

ONA will be bringing you regular updates as the transfer of mental health beds from St. Joseph's Health Care in London proceeds.

The following is a chart detailing the actual (pre-transfer) configuration of the bargaining units.

	St. Joseph's Health Care	Grand River Hospital
ONA		Registered Nurses (RNs)
OPSEU	Registered Nurses, Registered Practical Nurses (RPNs), Service and Clerical	
CAW		RPNs, Service and Clerical
Non-union		Occupational Therapists, Physiotherapists, Spiritual Care, Recreation Therapists, Social Workers, Pharmacy, Respiratory Technologists, Lab, Diagnostics

The status of the transfer and next steps:

January 21, 2010: ONA met with the employer to discuss the transfer of mental health beds from the St. Joseph's Health Care in London. The employer was not able to provide any information.

January 26, 2010: The employer met with all the unions. ONA Local Bargaining Unit President Elaine Reed attended the meeting. The employer provided all parties with a Memorandum of Agreement to negotiate.

February 25, 2010: The parties met again to discuss the employer's proposal. No agreement was reached. It was understood that OPSEU will file a PSLRTA application to the OLRB as soon as possible. All parties will be named on the application. This avenue will determine the bargaining unit description (scope clause) and the bargaining agent.

Should the parties not reach an agreement on the bargaining unit a vice-chair from the Labour Board will order the configuration of the bargaining unit. We are confident that an agreement will be reached.

March 2, 2010: OPSEU has filed a PSLRTA application.

About Bill 36 or the *Public Sector Labour Relations Transition Act (PSLRTA)*:

Bill 36 is legislation that replaced Bill 136, introduced by the Harris government and amended in 2006. The legislation's purpose is to deal with changes to the union status of those eligible to join a union.

It is also known as the *Public Sector Labour Relations Transition Act, 1997* ("PSLRTA").

PSLRTA covers "partial integrations," in which health-sector services or programs are rationalized between institutions.

An application under PSLRTA will:

1. Determine the Bargaining Unit Description

Sections 20 and 21 of PSLRTA set out how the bargaining unit description is determined. The new employer and all of the unions that represent employees of the new employer are given an opportunity to reach agreement on the new bargaining unit descriptions. The parties may agree to change the number and description of the former bargaining units. If the parties are not able to agree, the Ontario Labour Relations Board will make a final and binding order.

2. Determine the Bargaining Agent

Sections 22 and 23 of PSLRTA set out the method of determining how the bargaining agent is determined (e.g. whether or not a vote will be necessary). In either case, we will have a final determination of which union will be the bargaining agent. In the case where a vote is required, the team will experience a very active, demanding period during which we will attempt to ensure that all potential voters opt for ONA as their union; this may include employees who are currently represented by another union or are unorganized.

We will continue to keep you informed as this process continues.

In the future, ONA will communicate with you regarding meetings with the Labour Board Officer and any other new information via **your home e-mail only**. ONA members with no e-mail address will continue receiving the mailings.



We need your contact information.

If you have changed your name, address, phone number, e-mail address or you have a new e-mail account, please let us know.

Be informed! Don't let others decide for you.

If you have any questions or concerns, please contact your Local Coordinator/Bargaining Unit President Elaine Reed at 519-749-4300 ext 2528 line 1, or e-mail her at local139@ona.org; you may also contact Jennifer Rochon at the same number, line 2, or e-mail her at onanurse@rogers.com; or contact Colleen Ionson, Recruitment and Retention Labour Relations Officer at 1-800-387-5580, press 1, press 1, ext 5025 or e-mail colleeni@ona.org.