



## Strategic objectives in 2018-2019

1. Negotiate a collective agreement
2. Support our members and local leadership
3. Significantly reduce the level of violence in healthcare
4. Achieve increases in staffing and funding for hospitals and long-term care
5. Win upcoming representation votes and implement the organizing plan
6. Fight any privatization of healthcare services
7. Achieve hospital parity for all members we represent
8. Improve communication to all local unions

### **Bargaining**

1. Implement a campaign to push the hospital to complete the central and local bargaining processes prior to the 2018 provincial election

### **Funding and staffing for hospitals and long-term care**

1. Hold rallies for increased healthcare funding in Oshawa (February 6), and Toronto (October 10)
2. Integrate staffing and funding issues into all media work which OCHU does in 2018/19

### **Violence**

1. Carry out a series of media conferences talking about the results of long-term care violence focus groups in Fall 2018
2. Hold a conference on violence in February 2019
3. Support the release of a book, which contains the acute care and long-term care violence studies, in the spring of 2019
4. Work with CUPE Ontario and CUPE National to ensure that their multi-sector violence campaign supports the goals of the OCHU violence campaign
5. Hold workplace actions around violence

## **Support for local union leaders**

1. Offer workshops on the central collective agreement and job security provisions in 2018
2. Offer a course on FAC in each area 2018
3. Hold a conference on legal issues in June 2018
4. Hold a conference on violence in February 2019
5. Produce a yearly calendar of conferences and educational

## **Fight privatization of healthcare services**

1. Fight all attempts to privatize healthcare services
2. Oppose the closure of hospital beds and services and their relocation in the private sector
3. Review all existing contracted services and develop a campaign to return this work in-house
4. Undertake research in 2018 on the impact of increased automation, digitization, and technology change, and provide our members with information about these threats to this work

## **Healthcare of Ontario Pension Plan**

1. Campaign to increase part-time enrolment
2. Push to change the basis of HOOPP cost of living adjustments from the Canadian CPI to Ontario CPI, which historically has been slightly higher
3. Push to make permanent increases in the HOOPP pension for amounts under the YMPE

## **Organizing and representation votes**

1. Work with CUPE to win representation votes affecting our members in 2018/19
2. Support any local union facing representation votes with all help required
3. Ask CUPE organizing to provide resources for wall-to-wall organizing
4. Hold an information session for locals at the April convention on what to look out for with integration, amalgamation, restructuring and mergers
5. Ensure that local union leaders rep votes have the necessary education in advance of the votes
6. Support the CUPE homecare organizing pilot project in Kingston

## **Central Linen, contracted-out food and housekeeping, Tim Horton's franchise locals**

1. Hold a co-ordinated bargaining strategic planning meeting for linen locals in June 2018

2. Where we fail to bring groups under the Hospitals Labour Disputes Arbitration Act, coordinate support for collective bargaining, including vigorous strike support.
3. Campaign to protect bargaining unit rights and work of the Ottawa Laundry.

## **Nursing**

1. Seek a coordinated wage for RPNs in local bargaining
2. Work with Unifor and SEIU to expand RPN skill utilization
3. Commission a university study of the beneficial impacts of moving to a diversified nursing team including RPNs and PSWs
4. Hold a RPN conference in Fall 2018
5. Present RPN of the year award(s) on May 12 and announce at the April OCHU convention
6. Campaign to protect the work of register practical nurses

## **PSWs**

1. Present PSW of the year award(s)
2. Work toward a PSW conference

## **Committees**

1. Reinvigorate our committee work as soon as we ratify a new central agreement
2. Injury workers/WSIB working group
3. Create an Information technology working group
4. Create a by-law committee
5. Create a paramedical working group
6. Put committee list on website with a drop down list of who is on each committee

## **Website**

1. Move to a more user-friendly website for OCHU
2. Ensure that all precedent-setting arbitration decisions are available for download

## **Central grievances and arbitrations**

1. Continue the quarterly stewards' newsletter
2. Enhance the OCHU website grievance and arbitration section with the goal to make it as useful as possible
3. Circulate the precedent setting awards to all locals and the healthcare coordinator
4. OCHU to provide locals a list of outstanding grievance

## Ontario Health Coalition

1. Work closely with the OHC on its major campaigns
2. Ask OHC if it is possible to provide more notice of their actions
3. Increase communication with health coalition

## W.S.I.B.

1. Locals and OCHU will work with injured workers' organizations in pursuit of full compensation for injured workers.
2. Locals and OCHU will work with organizations representing migrant workers to press for full rights for these workers to healthcare, full compensation and access to all statutory rights.
3. Locals and OCHU will work to build the concept of militant action by unions and injured workers' organizations, in pursuit of a profound reform of WSIB and of occupational health and safety.
4. Locals and OCHU will request additional WSIB and health and safety staff from CUPE, to work with Ontario locals.
5. OCHU will work to amend the central collective agreement for part-time employees to require the hospital to provide full wage replacement pending approval of their WSIB claims and/or appeals.
6. OCHU will produce a card, which the locals will distribute to every member, outlining what a worker should do in the event of an injury. This card will be of a size to put in a purse or wallet.
7. OCHU and the locals will ensure that every executive member and steward receives a guide on the WSIB, which shall also be posted on the OCHU website.
8. OCHU will work to bargain that all workers off on a longer-term injury or occupational illness have their wages increased in line with the general wage increases negotiated centrally.
9. OCHU will offer education for local union activists on W.S.I.B.
10. OCHU will investigate offering insurance for local activists who are on union business.
11. OCHU will add the presentations from the WSIB conference to its website.
12. Locals are encouraged to file WSIB claims on behalf of any members who are subject to or witness acts of violence even if there are no specific lost time injuries.
13. Locals should be encouraged to document all cases of cancer among their members. This documentation would include a brief occupational history for each person, including their history of night work.
14. Do a media tour to expose WSIB, with an injury worker.
15. Put on the web site the migrant dreams documentary.
16. Help foster away for local leaders to communicate between one another through the OCHU web site.

17. OCHU to send out to all locals an appeal for the Ontario Network of Injured Workers Groups.
18. To insure when we are speaking about hospital workers to include Long-term care workers.
19. Submit by law amendment to make WSIN a standing committee.