

# WORTH FIGHTING FOR

## WHY NOW?

For decades, provincial governments have chronically underfunded community based social and health services and universities. In many cases this has been exacerbated by contracting the work out to private agencies.

Because of this, the workers providing these critical services have had lower wages and poorer working conditions while the owners, shareholders and Executive Directors of these agencies have profited from the needs of our communities.

Now, many of these services are at the breaking point – with service cuts and layoffs. We’ve also seen partial and even full program cuts.

**That’s why workers in the Broader Public Service are coming together to demand the wage and funding increases we need. Units across the Broader Public Service will adopt a common goal of achieving at least 6.5% in funded retroactive wage increases to catch up from years of wage increases that did not keep up to the cost of living (including under the unconstitutional Bill 124).**

## WHY THE BROADER PUBLIC SERVICE?

We are some of the lowest paid workers in the public service, and most received little or no wage increases during the Bill 124 moderation period or remedy after the legislation was deemed unconstitutional and repealed. Other workers in the public service got increases of 6.5% or more to catch up for what was stolen from them under Bill 124. We deserve to catch up too!

We are the safety net that holds the province together and worth fighting for! Even before Bill 124, many workplaces in the Broader Public Sector have gone multiple years without wage increases or have been forced to accept very little to keep jobs and programs from being eliminated!

## WHO’S COMING TOGETHER IN THIS CAMPAIGN?

Members across 8 sectors of OPSEU/SEFPO are coming together to build power in this campaign. They work in: Developmental Services, Children’s Aid Societies, Community Agencies, BPS Corrections, Universities, Child Treatment Sector, Community Health Care Professionals, and Mental Health and Addictions.

Other unions are taking note and getting on board: CUPE members delivering public services are also going to be getting involved! We’re also reaching out to other unions in our sectors and even employer associations for support.

**BECAUSE WE ARE WORTH FIGHTING FOR,**  
and so are the services we provide.



## **WHAT'S THE PLAN TO WIN? COORDINATED CROSS- SECTORAL BARGAINING!**

Successive governments have gotten away with underfunding our work because we are bargaining with individual employers rather than the funder.

Coordinated cross-sectoral bargaining will bring together thousands of BPS workers to get the attention of the real funder (the Ford Government) with the power to deliver the funded increases we need.

The power is in the numbers: that's what worked with education workers, the LCBO and other large central tables.

## **HOW DO WE COORDINATE BARGAINING?**

All workplaces that join the campaign will adopt a common bargaining proposal including the main demand of a 6.5% catch-up increase.

This increase will be a permanent, retroactive, on-the-grid wage increase that is over and above all wage demands units might have going into this round of bargaining. In order to prevent further layoffs and cuts to services, we will push for funding for these increases to protect our jobs and these services into the future.

Workplaces and Bargaining Teams will retain their autonomy throughout bargaining to seek other monetary and non-monetary demands that meet the needs of their members.

## **HOW DO WE BUILD POWER TO SUPPORT THE CAMPAIGN? ORGANIZING.**

Mass organizing. High participation from your workplaces. Mobilizers are working across the province to help you map your workplace. They will work with you to find organic leaders in your workplace.

Leaders and member mobilizers will roll out a deep, on-the-ground organizing strategy across the province and take action and build awareness through escalating actions.

## **WHY NOW? WHAT'S AT STAKE IF WE DON'T DO THIS CAMPAIGN?**

Something's got to give! Unless we take collective action we're just going to see more of the same: recruitment and retention issues; services failing to meet the needs of our communities; more layoffs; and more people will continue to fall through the cracks.

The race to the bottom will continue with more contracting of work to private agencies and underfunding our broader public service.

The fragmentation of the broader public service will continue to weaken workers' bargaining power as they continue to bargain with underfunded small employers with no real power rather than the real employer and funder: the Provincial Government and Treasury Board.

## **WHAT IF MY BARGAINING TEAM ALREADY PUT FORWARD THEIR DEMANDS, COMPLETED THEIR DEMAND SET AND/OR HAS BEGUN TO BARGAIN?**

That's okay! Advise the bargaining team to speak to their staff rep/negotiator about the process for adding to their bargaining demands. Remember, most of our bargaining proposals packages reserve the right to add, amend, edit, or delete proposals.

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