

Getting a Fair Contract for Frontline Community Agency Workers

When Regeneration Community Services, Four Villages, and Storefront merged almost two years ago, it brought together **three different types of workers**: social service and mental health and addiction workers; homecare workers; and community health workers.

Now we have a chance to **create one stronger unified collective agreement**.

CUPE has a long history of taking existing contracts and improving on them, making gains for everyone. CUPE has extensive experience and strong collective agreements, and as CUPE we have the strength to fight for improved wages and working conditions so every member gets what they need.



**You have
a voice!
Choose CUPE!**

When We Organize and Unite, We Win!

After a long delay by the employer that's stopped us from negotiating new terms and left our non-unionized coworkers without adequate protection, we will soon be able to vote on which union will represent us moving forward.

This is our opportunity to get the contract we need. CUPE is best able to represent Regeneration workers and all WTCHS's workers.

Sign up to stay up to date on the campaign to fight for better wages and working conditions for us all!



SCAN ME

Why Have a Union?

A union is a group of workers who agree to support one another, hold their employer accountable and improve their working conditions and lives. A union is collective power as workers.

Why CUPE?

- Local 4891 is part of the social service sector with 30,000 other workers who understand your roles, challenges and needs. CUPE is the largest health care union in Canada with a wealth of experience negotiating this type of collective agreement.
- At CUPE, the members are in charge, electing their own leaders and setting priorities for negotiations. Members are supported by legal, research, organizing, and communications resources. And if you have to fight, you'll have all CUPE members standing with you, strike pay and your local will have access to a pool of funds to run a robust media campaign.
- CUPE 4891 has a mature collective agreement with many provisions and elements that workers will want to carry forward and can form a solid base of a future new agreement.
- In a merger, language around seniority, grievances, job postings, layoffs, and recall from the collective agreement for the union that receives the most votes will apply to everyone until a new collective agreement is ratified - and the CUPE collective agreement contains the strongest language in these areas.



What Workers Can Do With CUPE

It's impossible to compare the CUPE and OPSEU collective agreements as equals. They cover different workers and reflect different funding realities. One thing is clear: in the 15 years since workers at Regenerations Community Services joined CUPE, we used our power to make our jobs and lives better. Choosing CUPE will ensure we have more opportunity to play an active role in shaping our next collective agreement.

Permanent Full-Time Employees: The CUPE contract defines full-time employees at 25 hours

Seniority language: CUPE workers enjoy strong seniority language, allowing experienced and qualified employees to be considered first for new opportunities

Sick leave: CUPE members are entitled to 18 days/year

Bereavement leave: CUPE workers have two additional days of bereavement leave

Parental leave: CUPE provides top up benefits to EI parental benefits up to 73% of your wages for 35 weeks or longer if workers choose the ended option under EI

Consistent Scheduling: The CUPE contract requires the employer to post the work schedule two weeks in advance and sets out a consistent method for scheduling