



# What's up and what's not with union actions and grievances

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*Welcome to new members at the Central Okanagan Child Development Association*

HSA extends a warm welcome to 63 new members at the Central Okanagan Child Development Association in Kelowna.

Our new members at COCDA include physiotherapists, occupational therapists, speech / language pathologists, infant development consultants, preschool teachers, clerical workers, and supported child care workers. The employer at COCDA is represented by the Community and Social Services Employers Association.

HSA organizer Janice Davis said this certification presented a real challenge. "The most difficult aspect was that these members work in so many different sites," she said. "But I'm happy that these members now have HSA on their side in their negotiations for fair wages and benefits."

Davis added that COCDA is the 20th child and infant development facility to certify with HSA. "This is a wonderful testament to HSA's well-deserved reputation as an advocate for child and infant development workers across the province," she said.

"We have worked hard to represent members in this sector, and have been successful in making significant improvements to their wages, benefits, job security and working conditions. Our record of success is sure to attract increasing numbers of new members who work in child and infant development."

### ***Welcome to more new members at Future Focus***

HSA was successful in securing a variance for nine more new members at Future Focus, who work in a newly opened group home in Courtenay. Our new members are residential care workers for this CSSEA facility, and will now join the collective bargaining process just begun for other HSA members at Future Focus in Campbell River.

### ***Bargaining begins at COCDA***

Bargaining for a first collective agreement is set to begin at the Central Okanagan Child Development Association in Kelowna. HSA negotiator Dave Martin expects many key issues, including fair wages and working conditions for Supported Child Care Workers. "These members are being paid less than \$10 an hour for their work with special-needs children," Martin said. "And they have very little in the way of benefits. Unfortunately, this is a direct consequence of the way contracts are tendered from the Ministry of Children and Families."

### ***Bargaining begins at Future Focus***

Members at Future Focus have begun negotiations for a first collective agreement. HSA negotiator Dave Martin said issues include wages, benefits, and internal equity. -Our members at Future Focus are another group of social service providers who do similar work as their counterparts at health care facilities, but only receive a fraction of the wages," he said. -Their benefits should also be brought up to a level that's comparable with those enjoyed by HSA members working in health."

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