



HEALTHCARE SECTOR REPORT BACK 2021

CUPE healthcare emerging issues and priorities:

BURNOUT: Long hours, lack of funding, lack of recognition, very little/no vacation

MENTAL HEALTH: Awareness (of resources and education available) post-pandemic and future

- Violence in the workplace, essential to acknowledge
- Post Traumatic - secondary trauma
- Being the supports for our patients and families

FRUSTRATION: Working to follow public health and employer guidelines while trying to keep ourselves safe as well.

- Workers visibly stressed, showing physical symptoms
- Constantly changing policies and guidelines
- Challenges giving our patients dignity under these conditions over overwork and understaffing
- "We were made to be heroes, now we feel like a zero"

We (the union) should be more visible in the media and in our campaigns, so the public knows what we have been through and what has happened to us

We need the support of our communities to build respect
How can we bear the burden of our broken healthcare system?

Holding supervisors accountable and making sure they provide assistance and help for those that they supervise

Lack of support (in a general sense)

When we are expecting folks to do things beyond what they are emotionally or mentally able to do

Absenteeism, low moral, high stress

The decline of the quality of care that we can provide to our patients and residents contributing to our feelings of frustration, stress, helplessness, and burnout, despite asking for support and expressing our feelings of exhaustion

Keeping dignity and confidentiality in a time of pandemic

ACCOUNTABILITY: The micromanaging within our healthcare facilities

ACCESSIBILITY: The mental health services that we require, we are not always eligible for these services and may have to pay out of pocket

Lack of management training and competence - even outside of covid

Lobby the government for more services and resources - including addictions services for Full- and part-time members, they need our help desperately

RECOGNITION: The services provided by all healthcare workers (recognition)

Mental health - frontline workers, their families, regardless of status (full vs part time)

Increased levels of burnout since the beginning of the pandemic, whereas we have already been burned out for quite some time pre-covid

LOSS OF PROFESSIONAL AUTONOMY: Redeployment of healthcare workers, potentially outside of your scope or department or even another facility

Outcome of the emerging issues discussion and prioritizing:

Recommendation ONE

MENTAL HEALTH IN OUR UNION

We, the CUPE Ontario healthcare workers, recommend to CUPE Ontario, to plan and implement a campaign for public service workers named, "mental health doesn't end when our shift is over".

We recommend television and radio ads, partnered with lobbying days of action, and education to our workers in all regions of Ontario represented equally.

This is important because:

- Our public sector workers need recognition for the work done throughout the pandemic
- Our members are going without essential services because they are not eligible
- Our members families have been impacted and affected as much as our workers and need to be acknowledged as so

Recommendation TWO

BARGAINING LANGUAGE - HEALTH AND SAFETY AND HEALTHCARE

We, the Healthcare workers of CUPE Ontario, recommend to CUPE Ontario, a streamlined network for successful bargaining language in health and safety regarding pandemic issues and recovery.

For example: non-reprisal for requesting personal protective equipment, paid quarantine and covid testing language (self-isolation), sick time to not be included in the attendance support program, more full-time staffing.

This is important because:

- All public service sectors in Ontario are facing the same 1% wage restraint under bill 124 and similar concerns of our personal and workplace safety
- Successful CA language benefits all and creates solidarity
- Sharing resources is how we grow as a union
- We need the tools and equipment to do our jobs safely

Recommendation THREE

Representing members - HEALTH AND SAFETY AND HEALTHCARE

Many of our locals and executives are still holding online general membership meetings and representing members online or a virtual platform currently (October 2021)

We, the CUPE Ontario healthcare workers, recommend that CUPE Ontario collaborate and share resources with our local memberships on meeting during covid. Areas include:

- How to hold an in person meeting safely with the employer while adhering to Public health recommendations
- Support our locals for those transitioning from online to in person meetings
- Using Zoom and other online platforms (education) or a 'hybrid model'
- Share "people power" with our local leaders to support those who want to provide online meetings (education!)
- Bursary program for small locals to access zoom
- Sharing CUPE OD meeting spaces with locals who want to meet confidentially