

MEMO

To: All Employees
From: Lisa Tweedy, Chief Human Resources Officer
Date: January 27, 2025
Subject: **Important Update: Bargaining Unit Restructuring Process and Upcoming Steps**

Background

On October 4, 2023, the Ontario government introduced Bill 135, an Act to amend the Connecting Care Act, 2019. This legislation is now known as the Convenient Care at Home Act.

Effective June 28, 2024, the entities formerly known as Local Health Integration Networks (LHINs) were consolidated into a new service organization which we know as Ontario Health atHome. This change is part of the broad implementation of the Convenient Care at Home Act, which also stipulates that the Public Sector Labour Relations Transition Act, 1997 (PSLRTA) will apply during this restructuring.

What this means for you

Ontario Health atHome is the successor employer to its predecessors. The act will determine the shape of the new bargaining units in Ontario Health atHome and which union will represent a unit.

Update on Labour Relations and Bargaining Framework

In October 2024, Ontario Health atHome filed an application with the Ontario Labour Relations Board (OLRB) to restructure the bargaining units, reducing the 27 local bargaining units that had been in place at the time of the amalgamation last June.

On January 21, 2025, Ontario Health atHome and all five of its unions participated in mediation at the Ontario Labour Relations Board to advance the process that began in October. During the mediation, it was determined that the final decision must be made by the Labour Relations Board. With the agreement of all parties, a hearing date has been set for July 25, 2025.

In the lead up to the July 25 hearing date, the parties will exchange a series of written submissions.

On July 25, the parties will attend the hearing, which will be presided over by a Vice Chair from the Ontario Labour Relations Board. The Vice Chair will guide the parties in addressing any concerns or questions regarding the submitted materials. At the conclusion of the hearing, the Vice-Chair will consider all the information presented by the parties and render a decision. That decision will determine the bargaining unit structure, including the number of bargaining units and a brief description of each. We hope to receive the decision by the end of August.

Once the decision is released, the Labour Relations Board will schedule a vote, giving employees the opportunity to choose which union will represent them in the future. As part of the process, all bargaining agents will have the right to engage in a campaign to share information with employees about their representation.

We hope this update provides clarity on the ongoing bargaining unit restructuring process and the steps ahead. We will continue to keep you updated as the process unfolds. We have previously posted copies of the Notice from the OLRB and a copy of the Application including its Attachments on our local intranet sites and in each of our offices where bargaining unit employees are present. Please take time to review these materials as well as the [FAQ document](#) for additional details.

Thank you for your attention and engagement in this important process.