

Join your
coworkers!



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CUPE members at Sick Kids enjoy superior working conditions, including:

Annual Wage Increases

CUPE staff negotiate wage increases every year:

- 4.75% (Sept. 29/2021)
- 3.5% (Sept. 29/2022)
- 3% (Sept. 29/2023)
- 3% (Sept. 29/2024)
- **4.25%** (2% Jan 17 & 2.25% Sept 29/2025)

All increases include **full retroactivity**.

Job Security

The best layoff protections in the hospital sector!

Premiums

Evening (3pm-11pm): **\$2.26/hour**

Night (11pm-7am): **\$2.98/hour**

Weekend: **\$3.14/hour**

Weekend Eve/Night: **\$5.40/\$6.12**

PAID Breaks with no Wage Cut!

CUPE staff get ½ hour paid lunch and didn't have their wages cut to pay for it! **All workers deserve this!**

SK cut Clerk hourly wages to pay for a break—a cut of up to \$4,000 per year!

Union wages go up, not down!

Fairness

No nepotism, favouritism or discrimination;

Percent in Lieu

14% in lieu of benefits for part-time and casual staff without benefits;

Early Retirement Benefits

Retire early and your benefits continue until age 65 at same cost-split.

Get the facts

"A union is You and your co-workers, joining together to win the changes you need at work."

Get in touch!

Want to meet a CUPE organizer in person or talk by phone?

Jonah Gindin,
647-896 - 9739



Sign your
union card



Get the facts

MYTH: "You will pay dues and lose more than you gain"

TRUTH: CUPE union dues at Sick Kids are **1.7%** and are decided by the **workers yourselves**. Union Dues **are tax-deductible**. Dues are the resources that workers pool together to build strong campaigns that win improvements to wages, staffing, benefits and working conditions and to save jobs.

MYTH: "If we unionize, service workers with more seniority will take my job"

Unionized clerical and admin workers will have your **own** collective agreement-no other workers will have seniority when it comes to clerical or admin roles. Seniority is the best way that workers around the world have found to prevent discrimination, favouritism and nepotism.

Next Steps

Once a strong majority sign union cards there will be a secret-ballot online vote. When the majority of workers who cast ballots vote YES, you will become unionized.

Union cards and the vote are confidential from management: your employer never finds out who signed union cards or how you vote.

Your right to unionize is protected in the Canadian Charter of Rights and Freedoms – So you can USE it!



<https://cupe.ca/unionizeSK>