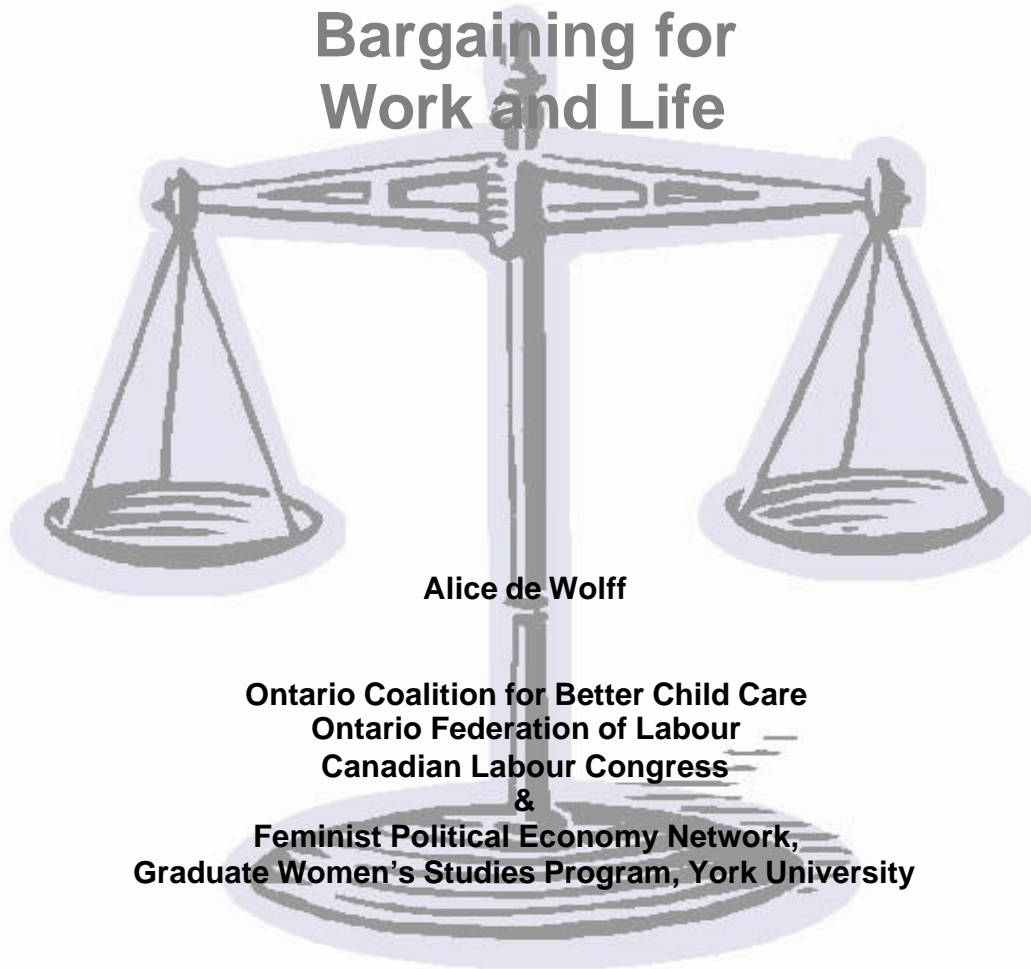


Bargaining for Work and Life



Alice de Wolff

**Ontario Coalition for Better Child Care
Ontario Federation of Labour
Canadian Labour Congress
&
Feminist Political Economy Network,
Graduate Women's Studies Program, York University**

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Alice de Wolff

Available in Canada from:
Ontario Coalition for Better Child Care
726 Bloor Street West, Suite 200
Toronto, Ontario, M6G 4A1
Phone: 416-538-0628

Ontario Federation of Labour
200-15 Gervais Drive
North York, Ontario, M3C 1Y8
Phone: 416-441-2731 or 1-800-668-9138

Available on-line at <http://www.ofl-fto.on.ca>

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In 1994 we compiled *Strategies For Working Families* and it served as a valuable resource for unions & activists during the 1990s. While many of the issues have not changed, the information it contained about union achievements, workers' lives, government programs and workplaces was getting very dated, and so we have brought that information up to date in *Bargaining for Work and Life*.

It has been exciting to have the opportunity to take a look at the issues ten years later. Union activists have been able to make significant improvements through the 1990s. At the same time, stresses on workers have become more intense and the tensions between work and having a life have grown. There has been a general erosion of public services that support working parents, and many workers are sandwiched between the needs of children and elder family members.

Solutions for stresses of work and life can be addressed in collective bargaining, but they can not be completely resolved in the workplace. We clearly need public policy and programs that will assist workers & their households in balancing the demands of work & life.

We think this review of the issues is timely. It brings together the experience unions have gained over the decade with a new sense of urgency.

Meg Luxton, York University
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INDEX

	Page
Introduction	v
A Workplace Checklist for Creating Work-Life Balance	vii
Chapter 1: Working and Having A Life in Canada, A Ten Year Review	
Introduction	1
1.1 Changed Workforce, Changed Life Responsibilities	
1.2 Changed Demands At Work	
1.3 Employment Is Not A “Life-style Option”	
1.4 More Life Demands, and Women Are Still Doing Most of the “Unpaid Work”	
1.5 Impact on the Job: Workers	
1.6 Impact on the Job: Employers	
1.7 Government Contributions	
Chapter 2: Control Over Time At Work	
2.1 Canadians Work Long Hours	20
2.2 Union Responses	
2.3 Campaign Strategies: Control Hours At Work	
2.4 Resources: Reduced Work Time	
Chapter 3: Paid and Unpaid Leaves: Time for the Caring Work	
3.1 Changes in Canadian Policies	30
3.2 Union Responses: Caring Leaves	
3.3 Campaign Strategies: Caring Leaves	
Chapter 4: Workplace and Public Care Programs	
4.1 Early Childhood Education and Care: The Policy Context	41
4.2 Adult and Elder Care: The Policy Context	
4.3 Union Response: Starting Up	
4.4 Union Response: Employee Assistance Programs	
4.5 Union Response: Early Childhood Education and Care	
4.6 Union Response: Adult and Elder Care	
4.7 Union Response: Other Programs	
4.8 Campaign Strategies: Early Childhood Education and Care	
4.9 Campaign Strategies: Elder Care	
4.10 Resources: Early Childhood Education and Care Sample: An Employer – Union Letter	
Chapter 5: Resources for Creating Flexible Workplaces, Not Infinitely Flexible Workers	
5.1 An Action Checklist	61
5.2 Work-Life Balance Resources for Activists	
Appendix: Canadian and International Comparisons	66
Chapter 3 FIGURES	67
Chapter 4 FIGURES	73
References	77

FIGURES	Page
1.1 Canadian Women in the Paid Work, 1976 - 2002	5
1.2 Canadian Mothers in the Paid Workforce By Age of Youngest Child	5
1.3 Precarious Work in Canada 1989 – 2001	8
1.4 Earning Characteristics of Families, Canada, 1976, 1977 % of families	9
1.5 Unpaid Hours/Week Doing Housework, Canada, 1996 – 2001 % of adults 15 and over	11
1.6 Unpaid Hours/Week Looking After Children, Canada, 1996 & 2001 % of adults 15 and over	12
1.7 Employees' Participation and Access to Family-Friendly Work Arrangements By Full-Time/Part-Time Status And Family Characteristics 1998 – 1999	17
3.1 Annual Leave and Public Holidays in the European Union (EU), Japan, USA and Canada, 2001	67
3.2 Length of Family Related Leave in Employment Standards Legislation (unpaid) Canadian Provinces, 2003	68
3.3 Employment Insurance Beneficiaries by Type of Benefit 1998 – 2002 number of beneficiaries	32
3.4 Maternity and Parental Leaves in Organization for Economic Cooperation and Development (OECD) Countries 1998 – 2002	70
4.1 Child Poverty Rate by Family Type, 25 Countries	73
4.2 Need for Regulated Child Care Spaces in Canada	43
4.3 Main Institutional Arrangements for Early Childhood Education and Care, Selected OECD Countries, 2001	74
4.4 Main Institutional Arrangements for Early Childhood Education and Care, Selected Canadian Provinces, 2001	76

Introduction

This manual is intended to provide union and community activists with a review of the strategies Canadian unions have used in bargaining and campaigning for conditions that make it easier for workers to manage their life and caring responsibilities.

Bargaining for Work and Life is an updated version of the 1994 *Strategies for Working Families*. That manual was widely used, but its information became increasingly outdated. Its success encouraged us to compile an update that would :

- Collect some of the experience that unions, particularly women's committees, have had bargaining for work-life balance agreements and programs
- examine significant changes that have taken place in Canadian government policy
- examine policies and programs in other countries that support work and life balance
- sift through the growing evidence that balancing work and life is not getting easier for Canadian workers.

In this update we are no longer using the term “family” as a short way of referring to workers’ significant caring responsibilities. In the past decade many activists have recognized that the term family can be limiting, and that it does not easily describe all workers’ caring relationships and responsibilities. So we are using “work-life”, and “caring responsibilities” as a way of including the wide range of concerns that may cause Canadian workers stress.

The Manual is designed to be a resource that will equip activists with background information, ideas and resources.

The ***Workplace Checklist for Creating Work-Life Balance*** is the first resource in the manual, and is a summary of the bargaining strategies and policy observations that are described in the manual. It presents a range of possible workplace initiatives that could support workers through major life events, phases and crises.

Chapter 1 begins with a summary of the gains made by unions in the last decade. It goes on to describe the current concerns of workers and takes on a number of persistent myths about work-life issues.

Chapter 2 looks at unions’ strategies taking more control over time at work. It includes a campaign checklist and resources.

Chapter 3 first compares Canada’s legislation around life-related leaves with that of other countries, and then looks at union’s experience with parental, caring and other leaves. It includes a campaign checklist and resources.

Chapter 4 reviews Canada’s child care and health care policies, and compares our child care programs with those of other countries. It then looks at unions’ successes introducing workplace programs like child care,

eldercare and employee assistance programs. It includes a campaign checklist and resources.

Chapter 5 is a checklist for union activist, with a list of general resources about life-work issues.

A Workplace Checklist for Creating Work-Life Balance

LIFE / WORK EVENT	FINANCIAL SUPPORT & INSURANCE	PROGRAMS & SERVICES	CONTROL OVER TIME	SUPPORTIVE PUBLIC POLICY
New job/ All Workers	<ul style="list-style-type: none"> ? Benefits cover all workers, including part-time and contract ? Health, dental & vision insurance ? Short and long term disability insurance ? Pension or contribution to retirement fund ? Life insurance for worker, spouse & dependents. ? Non-profit employee assistance plan operated by union, for employees in small workplaces. 	<ul style="list-style-type: none"> ? Joint work-life balance program ? Fitness Center ? Healthy cafeteria ? Non-profit medical and dental clinics, run by union ? Health risk appraisals ? HIV programs ? Smoke cessation program ? Broad definition of worker's caring responsibilities: including same sex partners, household members, etc. ? Work structuring so that workload is reasonable, and workers are able to concentrate on their specific tasks 	<ul style="list-style-type: none"> ? Paid statutory holidays & vacations ? Paid sick time ? Short and long-term disability leave ? Compassionate leave ? Personal leaves of absence (ie. volunteer work, friend's illness, etc). ? Limited mandatory overtime ? Limited on-call days ? Job sharing ? Paid leave for volunteer work ? Donated leave bank (from co-workers, and those leaving the workplace). ? Paid union and education leave for workers to develop their skills to fight for these measures. 	<ul style="list-style-type: none"> ? Quality, accessible public health care ? Quality, affordable public home care ? Pharmacare program for all Canadians ? Minimum Employment / Labour Standards that ensure that caring is part of legislated protections for all workers. Key changes are higher minimum wages, paid sick days, reduced hours, longer vacations.
Relocation	<ul style="list-style-type: none"> ? Household moving costs ? Travel with partner to new location re. housing, schools, etc. ? Any loss in sale of house, and coverage of real estate, lawyers' fees. 	<ul style="list-style-type: none"> ? Spouse and dependents relocation ? Spouse job search assistance ? Limitations on distance of any re-location 	<ul style="list-style-type: none"> ? Paid relocation leave, including house search, school search, packing & move, for member and spouse of member. 	
Lay-off	<ul style="list-style-type: none"> ? Maintain benefits for specified period 		<ul style="list-style-type: none"> ? No overtime in situations where members are laid off 	<ul style="list-style-type: none"> ? Increase EI eligibility and benefits ? Increase EI benefits for workers with dependents
Spousal Union	<ul style="list-style-type: none"> ? Inclusive spousal benefits ? Spouse named in health, pension, and life insurance ? Spouse takes out own life insurance 	<ul style="list-style-type: none"> ? Partner relocation ? Partner job search assistance ? Household relocation ? Long distance calls to partner when worker travels or is temporarily reassigned. 	<ul style="list-style-type: none"> ? Paid spousal union leave 	<ul style="list-style-type: none"> ? Recognition of same sex marriage ? Human rights protection

LIFE / WORK EVENT	FINANCIAL SUPPORT & INSURANCE	PROGRAMS & SERVICES	CONTROL OVER TIME	SUPPORTIVE PUBLIC POLICY
New Parenting: Pregnancy, Birth & Adoption	<ul style="list-style-type: none"> ? Top-up pay during maternity, parental and adoption leave ? Pay for parents who are not eligible for EI funded maternity, parental and adoption leave ? Insurance coverage for <ul style="list-style-type: none"> i) reproductive procedures ii) pre- & post-natal care, extra hospital costs iii) long-term care, home care and assistive devices 	<ul style="list-style-type: none"> ? Prenatal courses ? Information from HR or Benefits manager ? Reallocation of work during leaves for pregnancy, parental, adoption leave ? During pregnancy: preferential shifts and re-assignment to avoid hazardous work 	<ul style="list-style-type: none"> ? Leave / schedule accommodation for reproductive procedures ? Paid maternity leave ? Paid parental & adoption leave ? Reduced work week during and after pregnancy ? Extended maternity, parental, and adoption leave in cases where there are medical complications ? Negotiated home working ? Voluntary reduced time after maternity/parental leave 	<ul style="list-style-type: none"> ? Increase EI benefits to 100% of wage. ? Extend parental leave for single parents. ? Establish childrearing leave. Extend this leave for parents of child with disability.
Child care and Education	<ul style="list-style-type: none"> ? Child care subsidies ? Tuition subsidies ? Subsidies for children with special needs ? Long term care insurance - home care for dependents, paid leave from work ? Child care during training, overtime and travel 	<ul style="list-style-type: none"> ? Inclusive recognition of all adults who are caring for a child ? Joint, union or employer operated on-site early childhood education and care ? Employer and union partnership with public programs ? After school child care programs ? Emergency child referral service ? Take home meals ? Breast feeding room ? Phones near work station. 	<ul style="list-style-type: none"> ? Paid caring responsibility leave ? Preferential schedule and holiday scheduling for parents, and particularly for parents with children with special needs ? Paid compassionate leave ? Shift swapping ? Flexible work hours ? Compressed work week ? Shorter work week ? Reduced hours for nursing mothers 	<ul style="list-style-type: none"> ? National early child education and care program ? Subsidies for all children in registered ECEC programs ? High quality public schools ? After school programs ? Lower post-secondary education tuition ? Six week compassionate leave in all provinces/territories
Adult and Elder Care	<ul style="list-style-type: none"> ? Long term care insurance for elders and dependent adults ? Elder care subsidies for home caregivers, respite care, palliative care and emergency care. 	<ul style="list-style-type: none"> ? Joint, union or employer adult day programs ? Employer and union partnership re. public programs ? Referrals to programs and facilities ? Support groups / workplace seminars ? Preferential shift scheduling 	<ul style="list-style-type: none"> ? Paid caring responsibility leave that requires little or no notice ? Paid compassionate leave ? Shorter work week ? Flexible work hours ? Compressed work week ? Negotiated job sharing or home-working 	<ul style="list-style-type: none"> ? Quality, accessible health care ? Quality, affordable home care ? Adequate public pension ? Adequate CPP, EI and provincial disability programs

LIFE / WORK EVENT	FINANCIAL SUPPORT & INSURANCE	PROGRAMS & SERVICES	CONTROL OVER TIME	SUPPORTIVE PUBLIC POLICY
Adult and Elder Care, (continued)		? Phones near work station. ? Coordination with union-based retirees program	? Voluntary reduced time	? Six week compassionate leave in all provinces/territories
Separation or Divorce	? Legal fees ? Insurance coverage for divorced spouse and dependents to a maximum period ? Garnishee wages for non-paying spousal support	? Counselling services	? Personal leave of absence	
Violence at Home	? Legal fees	? Period of no discipline against a worker who is a victim ? Support groups ? Emergency housing referral ? Women's Advocate in the workplace, confidential office and phones ? Counselling services ? Workplace accommodation re. job station, schedule	? Personal leave of absence	? Full funding for emergency housing ? Women escaping violence able to use EI.
Retirement	? Pension or RRSP contributions ? medical and life insurance (including long term care) covers retiree, partner and dependents after retirement	? Pre-retirement counseling ? Newsletters, hot-lines for retirees	? Reduced work hours before age 65 ? Part time employment after age 65	? Protected, adequate public pension ? CPP allows for older workers to reduce hours of work without reducing pension
Death of a Family Member		? grief counselling and referrals	? Inclusive bereavement leave ? Personal leave of absence ? Additional leave if the family member lived outside of the immediate region	
Death of a Worker	? Beneficiaries receive life insurance ? Spouse receives pension ? Partner and dependents continue to receive medical and disability insurance coverage	? Grief counselling and referrals for partner and dependents		