

Dear Premier Ford,

My name is Tanya Fray. I work at Mariann Nursing Home in Richmond Hill. I am a full-time activation staff member. I have been working at this nursing home for almost nine years.

I have chosen this career path in the long-term care sector because I loved my belated grandmothers dearly and because I believe the elderly are our most vulnerable population. Every day I go to work and do my best to put a smile on each of our residents' faces. We plan programs for them, we transport them to and from programs, we spend one-on-one time with them, we take them on outings, and more. The list goes on, but it is the little things that we do that make a big difference in our residents' lives.

We love the job we do and we do it because we care. We believe in our residents' rights. We also believe that the elderly population are vulnerable to society and they are under-served. As long-term care staff, we work daily to provide the best care possible.

Our personal support workers (PSWs) put in long hours and they often work understaffed in conditions that sometimes put all our staff at risk.

Our dietary aids and laundry staff go home sometimes with aches and pains from the strenuous work they do. When we have staff shortages, we need to skip our breaks and lunches to make sure our residents get the best care they deserve. We go home to our families feeling tired and drained, but we always return to our shifts with a smile the next day.

I am writing today to address the issue that we are all facing as a non-profit nursing home. We bargained last summer 2019 with our union and our employer. We came up with an improved contract for our long-term care home. We negotiated and bargained to come up with a reasonable and fair wage increase for our new collective agreement. We bargained to bring our underpaid workers in laundry and dietary aid up to minimum standards. They have fallen behind on their wages. The nurses have fallen behind on their wages, as have our PSWs and our activation staff.

We did not get the total increase of what was asked for, but what we agreed to seemed reasonable.

This collective agreement was to take effect on February 1, 2020.

However, on February 10, 2020, we were told that the contract we bargained so hard for is null and void due to your government. We were told that our wages will not increase more than 1% including all shift premiums.

We feel very disappointed by this as we are so underpaid for the work that we do.

We love our residents very much and we want to continue providing our best care. However, we have families to support and the cost of everything has increased.

Mr. Ford, long-term care sector workers are affected daily by the pennies you have decided to take away from us. How do you expect us to maintain our living standards when you have taken away what we need? We have to provide and care for our families and we cannot do it when we are living as poor class citizens.

Mr. Ford, you are out of line and you are down right wrong for this action. You have chosen and continue to target workers, seniors, and our children. The first thing you did when you came into power was stop the minimum wage increase. Do you really think people can afford the cost of living at only \$14 per hour?

Mr. Ford, we stand together to say enough is enough. We need you to honour our contract that we bargained with our employer. We need you to respect and appreciate us in the long-term care sector. We want our collective agreement honoured.

Mr. Ford, we ask that you reconsider this decision that prevents us from getting over a 1% increase.

Sincerely,

One frustrated, heartbroken mother of four children that lives in Newmarket, renting and unable to afford a down payment for a home due to your cost of living increases in everything except our pay.