

The Re-org: A plan...that isn't

“A plan without a plan”...that is the only way to describe the MPAC’s Organizational Review. And while MPAC either can’t or won’t tell the Bargaining Team what the full effect of the impact will be to our members, they still want us to settle our contract.

This in itself should be VERY disturbing to every MPAC employee. Right now, we have given you every piece of information we have from the employer...and we are also disturbed on how thin that information is.

We **KNOW** that positions are being eliminated. We **DON’T KNOW** (in writing) where the affected members will end up.

We **KNOW** the employer has said there will be no job loss. We **DON’T KNOW** if that is true, because the employer won’t put it in writing in the collective agreement.

We **KNOW** the employer will have two core business streams. We **DON’T KNOW** how many jobs will be in each stream, how staff will be assigned to their new jobs, what the complements will be in each office or if staff will have any opportunity to express an interest in what they want.

The things we don’t know about the Re-Org far outnumber the things we do know.

We do know MPAC has gone to the Board with only vague outlines of the re-structuring. And we also know that MPAC brought in managers from across the province for a two-day meeting...and only 40 minutes were allotted to discuss the Re-Org.

We also know this: “Futures” was planned over a number of years – and turned into a complete nightmare. This Organizational Review is NOT as well-planned...so you can draw your own conclusions.

Your team needs solid information about the Re-Org so we can put language into our collective agreement that will protect our members. The only way we are going to get it is with a strong show of support from you.

Consider this old, but very appropriate little story:

*In the beginning, there was the Plan. And then came the Assumptions. And the Assumptions were without form, And the Plan was without substance. And darkness was upon the face of the Workers. And they spoke among themselves, saying, “It is a crock of s*** and it stinketh.”*

And the Workers went into their Supervisors and said, “It is a pail of dung and none may abide the odor thereof.” And the Supervisors went unto their Managers, saying, “It is a container of excrement and it is very strong, such that none may abide by it.”

And the Managers went unto their Directors, saying, “It is a vessel of fertilizer and none may abide its strength.” And the Directors spoke amongst themselves, saying one to another, “It contains that which aids plant growth and it is very strong.”

And the Directors went unto the Vice President, saying, “It promotes growth and it is very powerful.” And the Vice Presidents went unto the President, saying, “This new Plan will actively promote the growth and vigor of the company with powerful effects.”

And the President looked upon the Plan and saw that it was good. And that is how the Plan became Policy.

On March 18, tell the employer you want the REAL Plan.

Vote yes for the strike mandate