

CAS Sector focuses on bargaining for 2008

Settlements this year have moved wages and working conditions forward, led by York Region’s Local 304.

OPSEU settlements for 2007 included York, Rainy River (Local 739), and Chatham Kent (Local 148). The settlement for Timiskaming CAS (Local 665) is still outstanding.

The average wage increase for OPSEU and CUPE was around three per cent per year for three-year collective agreements.

An exception to this was York’s Local 304, which was on strike this past summer for 17 days. The highlights of that settlement are:

Wages:

- Apr. 1/07 - 2%
- Oct. 1/07 - 2%
- Apr. 1/08 - 3%
- Oct. 1/08 - 0.5%

- Long-term service bonus
- “Soft Case Caps” language to adhere to case ranges
- Clearer language on active and inactive files
- Overtime hours defined



CAS workers were on the line for 17 days last year in York Region. Over the two-year agreement the wage increase will be almost 8 per cent per year. The focus on bargaining better contracts for CAS workers continues in 2008. OPSEU file photo.

Story continues on page 2

Bargaining update for CAS units from page 1

- Banked hours beyond 35 paid out at current pay rate
- Employee entitled to copy personnel file
- Union paid time off now 28 hours - was 24
- Union leave – available to all union members
- LOU – Prevention of Violence Policy
- LOU – Joint Health and Safety Committee

Who is bargaining this year?

OPSEU Locals going into bargaining in 2008 are:

- Ottawa (Local 454)
- Sudbury (Local 668)
- Waterloo (Local 258)
- Northumberland (Local 344)
- Stormont, Dundas and Glengarry (Local 458)
- Renfrew (Local 459).
- Prescott Russell (Local 426)

The five issues for coordinated bargaining for 2008 are:

1. Workload
 2. Wages
 3. Benefits
 4. Retiree benefits
 5. Health and Safety issues
- **February Family Day

***A reminder your team should receive bargaining training before going to the table.

Dues Letter

Your local dues letters have be sent to each local. If you have not received a dues letter please ask your local to send your dues of \$50.00 to:

Sue Corlett
Box 257
South Mountain, ON
KOE 1W0

OFL Conference: November 7, 2007 *Social Services: Over Stressed and Under Fire*

The Ontario Federation of Labour presented this social services conference to ask participants for help in developing their goals and direction for the next year.

The conference began with a drama presentation which was the kickoff for the day and set the mood.

Overall, the day was well run and input from the social service sectors were received.

Sue Corlett and Rick Pybus attended this conference.



"Management is working on their list of lies for contract negotiations."

Sector activities, campaigns and notices

NUPGE Conference for Child Protection workers: November 7 - 8, 2007

Jane Kaija attended this NUPGE workshop on behalf of OPSEU's CAS Sector. She had the opportunity to represent Ontario's child welfare system and connect with different provincial child welfare systems in Canada. Presentations were given by Nicholas Bala and Marjot Herbert.

Herbert is a professor at Calgary University and she is the author of "Standing up for Kids." Her presentation centered on empowering workers to be strong advocates and allies for children.

Nicholas Bala is a professor at Queen's University and he presented on legal liability concerns for workers and the importance of having good legal liability in their collective agreements in their contracts. Many workers are putting themselves at risk and the potential to have their lives ruined is great. Bala underscored the need for recognition and respect for social workers in this field. He identified workload as a major concern for child welfare work across Canada.

Community Services Divisional Council active on stopping workplace harassment

The Community Services Divisional Council is organizing a campaign on workplace violence for the social services sectors in OPSEU. Our sector is very involved in this campaign.

The educationals are being rolled out across the province in April and May 2008. Please check the OPSEU website for further details.

Please co-operate if you receive a telephone call

from Patti Markland, an OPSEU member who is organizing the educationals for each region.

In preparation for the educationals, a random telephone survey was conducted of OPSEU members in Social Services. The survey will focus on violence on issues regarding violence in the workplace. For more information:
www.opseu.org/bps/social/endviolence.htm

The perils of Facebook and on-line networking

The use of Facebook could put you and other child welfare staff at risk for potential harassment.

A York CAS client stated on Facebook that he was going to bomb the local CAS building and harm workers. Furthermore this individual identified specific individuals that he intended to harm. A suspect has been arrested and the case is now in trial.

Reportedly, a video game has been created on the web where clients can put faces of their workers on this game and they can shoot, stab and kill their CAS workers.

While internet resources like Facebook and YouTube are fun and cutting-edge technology, they are in the public domain and information can be used by anyone accessing those sites.

Please be careful on what personal information you put on Facebook. For a fun, lighthearted look at what you can do to be safe online, see the Toronto Star article called "Put a condom on Your Facebook" at:

www.thestar.com/comment/columnists/article/292440

Fighting for fairness !

Sector activities from page 3

New Minister of Children's and Youth Services

As part of last year's cabinet shuffle, MPP Deb Matthews has been appointed as the new Minister of Children and Youth Services. For more information about Deb Matthews: www.children.gov.on.ca/mcys/english/ministry/minister.asp

Who owns your Day Timer?

If your employer partially or fully pays for your Day Timer, either electronic or paper, your employer could be entitled to have complete access to that item and all the information in it, personal or otherwise.

The employer could use this information against you in a disciplinary action. If you are concerned about this, you can purchase your own personal Day Timer at your own expense.

This issue is currently being tested in a CAS local.

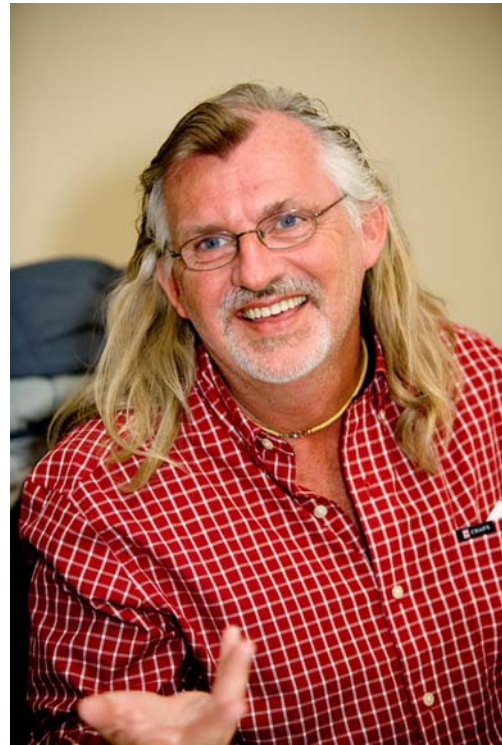
Convention 2008

The dates for Convention are April 17, 18, 19, 2008. The sector will be getting together on the Thursday evening at approximately 5 – 7 p.m.

The sector will provide a light snack. Please be prepared to have a spokesperson from your local present a summary of your locals activity over the past year.

On Thurs. April 17, 2008 at 8 a.m. all BPS members will meet to go over any resolutions which may affect the BPS. The All-Chairs Committee will read the resolutions and make recommendations to the membership about which resolutions to support as a BPS membership.

For more on the OPSEU Convention, please see: www.opseu.org/convention/index.htm



Rick Pybus, CAS sector chair. Photo by Brian Willer

Your CAS Sector Executive

Rick Pybus, Local 441, Chair

rbpybus@yahoo.com

Erin Kinsley, Local 304, Vice-chair

Sue Corlett Local 454, Secretary/treasurer

Jane Kaija, Local 668, Member at large

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