



Remember if you didn't read it here, it isn't true.

OPSEU Local 278
Bargaining Bulletin

AMERICAN STYLE BARGAINING SHUTS DOWN BARGAINING



The Employer's Bargaining Team cancelled bargaining for the 12th without ever responding to the Union's monetary proposals.

Bargaining was scheduled for Monday and Wednesday this week. When we met on Monday and gave the Employer's team amended language on three proposals they said they needed the day to prepare their complete response and monetary proposal and would meet with us on Wednesday after they had received instructions from their principals.

Tuesday morning they filed for Conciliation and cancelled bargaining for Wednesday.

Despite some twenty-one

days of scheduled bargaining, three of which were cancelled by the Employer because they did not have their positions ready and one of which was cancelled by the Union because the Negotiator was ill, Monetary Items were never discussed. Unless you count the Employer telling us at the beginning of bargaining that if we didn't remove some seven monetary items from the table there was little point in bargaining.

It seems the American Style of Bargaining imported by the Chicago based Hyatt consortium is to tell the Union to bargain with itself.

Today the Employer put out its own negotiations update deliberately written to mislead the membership of this Union.

They express shock that over ten monetary proposals were tabled. They don't seem to understand that bargaining is a give and take process and that you have to actually respond to proposals before the Union is likely to withdraw or amend their proposals.

They don't mention that they proposed a take away on money paid for lieu time. They want holiday pay to be based on the amount of hours you have worked rather than paying you for the Holiday. That's means part time employees would have their holiday pay drastically reduced.

They say that paid Union Leave was on the table... wrong again. The Union's proposal was that they bill OPSEU for replacement costs when a member is off on Union Leave...a principle that almost every OPSEU Employer endorses. There is also a proposal that the bargaining team be paid for by the Employer. That's standard in most Collective Agreements in Ontario.

They don't tell you that there are still a number of non monetary items on the table. A lot of time was spent on the Employer's proposals. Aside from part time scheduling and seniority almost none was spent on the Union's.

WHAT HAPPENS NOW?

The Ministry of Labour will appoint a conciliator in ten days (around April 21st) to meet with the parties and try to reach a collective agreement. Then the parties and Conciliator have to agree to a date. If no Agreement is reached there is little doubt that the employer will ask for a No Board Report. Once that report is issued (usually 3 to 4 days after Conciliation) the clock starts ticking for a Strike/Lockout date on the 17th day following the issuing of the No Board.

So it will be over a month until we are in a legal Strike/Lockout position.

STRONG ARM TACTICS

The Employer made it clear today that they intend to use strong arm tactics to try and divide the membership. A member is being investigated for having the audacity to hand out a Security Alert before her shift started and the Employer confiscated the stack of Newsletters she intended to distribute on break. This is a violation of the Ontario Labour Relations Act. The OLRB has many cases on record where it has been firmly established that the Union has the right to distribute literature in the workplace on your own time.

The Employer doesn't want to allow you your democratic right to information from the Union. Remember how they escorted Jody Hutton and Jim Storin off the premises when they came in to distribute literature and talk to members on break.

WHAT TO EXPECT

You should expect the Employer to start harassing members and writing people up for any imagined infraction. They also will be spreading rumours. They want to create a climate of fear so that our members will withdraw support for their team.

If harassed or cited for imagined offenses, grieve immediately. Charges will be laid where appropriate and we will expedite the grievances if necessary.

Do your job. Don't break the rules. Keep supporting your team. Wear your wrist bands. Come out to any event planned by your bargaining team.

Solidarity will win the day every time.

If we stay strong and refuse to cave in to American intimidation tactics we will get a fair contract...likely in the eleventh hour without any work stoppage.

Remember United We Bargain Divided We Beg. Show this Employer you are prepared to do.....

WHAT EVER IT TAKES !!!!!

Questions and Answers

Q—Must employers provide vacation pay when there's a labour dispute?

A—If an employee has scheduled vacation time, then goes on strike or is locked out during that time, the employer must still provide vacation pay for the scheduled vacation time.

According to Employment Standards > Publications > Fact Sheets > Vacation

http://www.labour.gov.on.ca/english/es/factsheets/fs_vacation.html



We will keep you updated on the latest news with the Bargaining Bulletins and Security Alert. For those of you who don't pick it up at work both are available on the OP-SEU web site. It will also have the latest press releases..etc - www.opseu.org

If you haven't signed up for strike pay do so by Thursday this week or contact your local president on how to get this done ASAP!