

# Security ALERT

Issue 7  
April 10, 2006

## Whatever it Takes!

By Pati Habermann, OPSEU Mobilizer

In case you haven't noticed, a few things haven't happened yet:

- (1) You don't as yet have a new contract
- (2) You aren't on the picket line
- (3) You haven't been locked out.

From listening to some of the chatter from management and, sadly some of the members, all three have, or are going to happen any moment, it's just around the corner, it's imminent, any second now.

Man, am I glad you've got a bargaining team along with the Bargaining Bulletins & Security Alert to keep you truly informed!

Ok, so we know what hasn't happened, but what has been happening?

Well, not much at the moment. Bargaining continues and will continue. On March 20<sup>th</sup> you gave the bargaining team a resounding 92% strike mandate. This means your Bargaining Team will do whatever it takes to get you a fair and good contract - including the possibility of striking.

Last week on Thursday April 6<sup>th</sup> and Friday April 7<sup>th</sup> all members were asked to come to the MOB office between 7am-5pm to sign the necessary forms needed

to receive strike pay. If you were unable to get to the office on those days please contact me using the information on the next page to set up a time to sign up by Thursday this week.

In case you haven't seen them, the billboards are in place; one is located outside the Dairy Queen on Stanley and the other is on Clifton Hill (across from the Days Inn) please be sure to look for them! I have had interesting discussions with some members around other creative ways of getting the message out, so please keep tuned for more information on these activities.



You need to show support and confidence in your team. YOU can do by wearing your OPSEU wrist bands EVERY DAY, and by not listening to the rumour mill; instead keeping up to date on what's happening by reading the Bargaining Bulletin

and Security Alert! (Both are available for downloading on the OPSEU website at [www.opseu.org](http://www.opseu.org). And by all means please drop by the MOB office.

Remember, when you are in bargaining, the best way to sell yourselves is to show management and ultimately, the public, how professional and dedicated you are! So lets all do...**Whatever it takes!**

### Discipline that's Fair!

If you make a mistake, you will receive a penalty. That's the way it is in most workplaces. However, you have an employer that wants to go further than that.

You currently have a collective agreement that has a two lists: a list of types of discipline that is never removed from your file, and a list of offences that result in dismissal and does not allow an arbitrator to substitute any lesser penalty.

In other words, if you make a mistake, you are never forgiven. And in some cases, the employer is judge, jury and executioner. The employer even wanted to add more situations to these two lists.

We said NO to the additions.

Your bargaining team has proposed that there be a sunset clause on how long any discipline can be used against you.

No discipline should be left on your file for more than twelve months.

That's fair.

Casino Windsor enjoys this clause. Why? Because it's fair. Tell the employer you want the same form of justice.

Justice that's fair.

**OPSEU Local 278  
Mobilizing Office**

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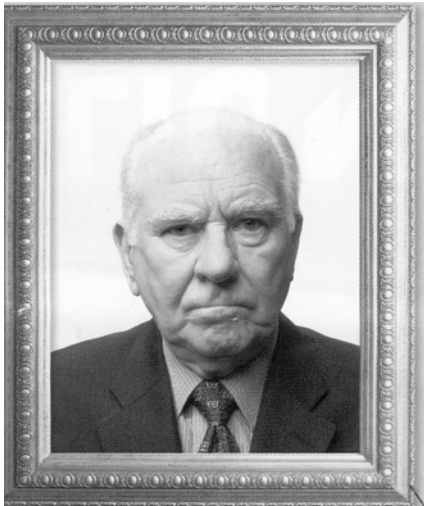
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**REAL** or **rumour**



**Rumour** – Our Bargaining Team stormed/walked out/left early from the bargaining table on Thursday.

**Real** – One member of the Employer’s team had to leave early so the session ended earlier than usual. **If you don’t read it here it isn’t real**



Old Casino Niagara Security  
without a contract

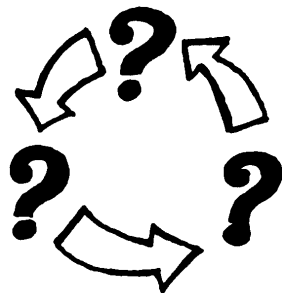


New Casino Niagara Security  
with a Good contract

**Deal or No Deal**

Bargaining has been a slow and frustrating process and there is much that remains to be accomplished. By Wednesday we expect to have a package, including monetary proposals tabled by the Employer. The Employer’s first monetary proposal is not likely to be their final offer and so by the close of Bargaining on Wednesday we expect that we will be applying for Conciliation.

Once an application for Conciliation is received the Minister waits ten days to appoint a Conciliator Officer. The Conciliator then contacts the parties and sets up a mutually agreeable time and location for Conciliation.



At Conciliation the officer meets back and forth with the parties and attempts to get them to move their positions on some issues and tries to broker a deal.

If a deal is not arrived at, either party may ask the Conciliator to issue a “No Board Report”. This alerts the Minister of Labour that a settlement cannot be reached even if the minister were to set up a Conciliation Board. It takes three or four days for this report to be issued.

Once the No Board is issued the clock starts ticking to a strike or lockout date. Fourteen full days must have passed before the Union may Strike or the Employer lockout the employees.

During that time the Ministry of Labour usually appoints a Mediator to try in the eleventh hour to get the parties to agree to a Memorandum of Settlement.

It is not uncommon for a settlement to be reached in the eleventh hour. Employers want to see the colour of your picket signs before they put a reasonable offer on the table.

The entire process takes about thirty days which means that mid May would be the likely timing of a work stoppage.

We remain convinced that we will be able to effect a settlement without a Strike. It likely won’t come until the eleventh hour so we must be fully prepared to do.....

**WHATEVER IT TAKES !**