



THE UDDER TRUTH

for OPSEU members working for the Ontario Dairy Herd Improvement Corporation



March 2002

Your OPSEU executive is pleased to announce that plans are under way for the next round of bargaining with the employer. A meeting has been scheduled for each of the locals, except for the Northern Regions where a conference call has been arranged. For anyone new to this process, and for those who need a refresher, we are including the rules of the procedures. Please review the procedures to be prepared for the demand settings. If you have any questions or concerns, please feel free to contact one of your OPSEU executive members (listed at the end).

LOCAL DEMAND SETTING PROCEDURES

- OPSEU policy stipulates that for voting privileges, members are required to attend the meeting of their own Local. If you are unsure of which Local you belong to, please ask one of your OPSEU executives.
- Another OPSEU policy is that a member must be a signed-up member in order to participate and vote at any Local demand setting meeting. If you have not signed a card and wish to sign one, membership cards will be available at each of the Local Demand Setting meetings.
- Members at each Local Demand-Setting meeting will put forward proposals. Proposals that are adopted by a majority vote of the Local membership will be entered on the appropriate forms and signed by the Local president. The official proposals will be brought forward at the final demand setting meeting.
- Kilometrage will be paid for any member who must travel more than thirty (30) kilometres one way to attend the Local meeting (except for the Northern regions 6 and 7).
- All of the Local Demand-Setting meetings will be held at noon, except for head office and laboratory, which will be held at 2:30 p.m. to accommodate the laboratory staff work hours. Regions 6 and 7 are also exempt from the noon meeting time, as they will be handled by a conference call.
- Wages and lost time will not be paid to members for attending a Local Demand Setting meeting.
- At each Local Demand Setting meeting, the Local members shall elect two delegates, by a simple majority of those present and voting, to attend the Final Demand Setting meeting.

LOCAL DEMAND SETTING MEETING DATES, TIME AND LOCATIONS

All of the dates and locations for the upcoming local demand setting meetings are as follows. Please mark this date in your agenda and plan to attend your Local meeting.

Local	Date	Time	Location
426	Monday, April 8	Noon	Truck Stop, St. Isodore
434	Thursday, April 11	Noon	Country Kitchen, Carlton Place
453	Thursday, April 11	Noon	Alexandria Pizzeria, Alexandria
309	Monday, April 15	Noon	Counselor Restaurant, Landsdown E., Peterborough
225	Monday, April 15	Noon	Steven's Restaurant, 195 Toronto St. S., Markdale
403	Tuesday, April 16	Noon	Swiss Chalet, Division St., Kingston
226	Wednesday, April 17	Noon	King Hotel (formerly Ranton Place Hotel) 112 King St., Palmerston
117	Thursday, April 18	Noon	Woodstock, Gencor office (Boardroom)
219	Monday, April 22	Noon	The Egg and I Restaurant, 1242 Garner W., Ancaster
232	Thursday, April 25	2 p.m.	OPSEU Office, Woodlawn Rd., Guelph
610	Monday, April 29	Noon	Conference Call
Region 7	Monday, April 29	Noon	Conference Call

WE NEED YOUR HELP!
What are your three most important issues for this round of bargaining?

We're surveying our membership to find out what's most important to you! Please note your top three issues for this round of bargaining and email them to Ruth Hamilton, our OPSEU negotiator, at rhamilton@opseu.org by Wednesday, March 20, 2002. Your executive team will be meeting Monday, March 25, 2002 to plan for the next round of bargaining. Your list of issues will assist us in the planning process.

Just keep your priorities short and simple, for example, wages, benefits, pensions, pregnancy leave, bereavement leave, vacation – whatever issue is important to you.

We would like to introduce our new negotiator, Ruth Hamilton. Ruth has been with OPSEU since 1998 and before that she was on the province-wide College Support Staff bargaining team / Divisional Executive for a number of years.

Just a point of interest - her father's family were dairy farmers in the Guelph area going back to the 1800s. So Ruth actually knows what a Holstein cow looks like!

Ruth replaces our previous negotiator, Janet Wright. Janet has been reassigned to other bargaining units.

We thank Janet for all her hard work and we wish her well on her new assignments.

FINAL DEMAND SETTING PROCEDURES

- ❑ The Final Demand-Setting meeting will be held Saturday, June 1, 2002 in Toronto.
- ❑ Members at the Final Demand Setting discuss the Local demand proposals and adopt their demands.
- ❑ At the Final Demand Setting, five (5) members (and two (2) alternates) are elected to the bargaining committee by a simple majority vote of those present and voting.
- ❑ At the Final Demand Setting, two (2) members are elected to the Car Committee, by a simple majority vote of those present and voting.
- ❑ At the Final Demand Setting, four (4) members (and one (1) alternate) are elected to the Employee Relations / Health and Safety Committee, by a simple majority vote of those present and voting.

Once the Bargaining Committee is elected, the team elects a Chair. The team will work with Ruth Hamilton, our OPSEU negotiator, to prepare for bargaining and then bargain with the

employer. As our current collective agreement ends September 30, 2002, it is anticipated that bargaining will begin this fall.

When you vote for members from your Local to attend the Final Demand Setting please ensure you vote for someone who can attend the Final Demand Setting in June, who will represent your Local's needs, and who can best contribute to the process. Members who are elected to the Bargaining Committee will be required to meet multiple times to prepare for bargaining and bargain with the employer. This can be a demanding process and anyone who's been involved can attest that it involves a lot of time and commitment. The members that are elected to the Bargaining Committee become the Executive Committee through the life of the collective agreement and meet occasionally as a team to discuss matters of concern.

Send in your bargaining priorities. Try to attend your local demand setting meeting.

Get involved – it's your collective agreement!

In solidarity,

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