

OPSEU



SEFPO

news for
OPSEU's
CCAC members

Information about The Public Sector Labour Relations Transition Act (PSLRTA)

#2

HNHB CCAC EMPLOYEES

We want to be The One!

OPSEU has filed its written submission with the Ontario Labour Relations Board (OLRB) outlining our position on the bargaining unit configuration.

In our submission, we set out various legal arguments in favour of one “all employee” bargaining unit:

- The HNHB CCAC has unveiled its operating structure for service delivery across its new territory,. The structure entails setting up “centres of excellence” with each centre located at one of the five locations, including its new Head Office in Brantford.
- Employee mobility/sharing or movement of tasks between “professional” employees and “clerical employees”.
- No labour relations difficulties whatsoever have arisen as a result of the single bargaining unit configuration at the Hamilton CCAC.
- The single “all employee” bargaining unit configuration is the configuration which best reflects the purposes of the Public Sector Labour Relations Transition Act (PSLRTA) and generally accepted principles of labour relations.
- Although retaining a configuration that is the “status quo” is not our only argument, it would entail the least disruption for the largest employee complement among any of

the predecessor CCACs.

- The Board has repeatedly recognized both under the PSLRTA and the Ontario Labour Relations Act (OLRA) that more broadly-based bargaining unit configurations are desirable.
- There is a wide range of considerations in determining bargaining unit configurations in applications under the PSLRTA. While the Board has held that the Employer's view is ‘significant’, other factors include: the possibility of jurisdictional disputes, the mobility of employees, the prior existence of a large “all employee” unit without labour relations difficulty, and the cost implications of multiple rounds of bargaining.

Effective and Rationalized?

Remember last fall when the CCAC was poised to run a deficit? OPSEU was alerted by its members that services were being cut to achieve a balanced budget and went public.

The Ministry responded with \$35 million in extra funding for home care. While the money may have helped solve the deficit problem for the moment, our members tell us that service restraints continue.

If our clients are faced with ongoing threats of service cuts and the CCAC is in danger of running an (illegal) deficit, why isn't the CCAC “rationalizing” the bargaining units ...and paring down the top-heavy management structure??

What's next?

A March 26th meeting at the OLRB is being confirmed.

In the meantime...

- Read about it. Watch for further bulletins and updates from OPSEU. For those of you who were unable to attend the meeting, there are materials available that will walk you through the PSLRTA process. Check out our website
- Talk about it. Make sure that your colleagues are also getting OPSEU's bulletins. Give us feedback about what you think, what people are talking about, what concerns you most.
- Ask questions. Talk to your steward. Send us your questions.

Get involved!

How to contact OPSEU's Organizing Unit:

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<http://www.opseu.org/bps/health>

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Did You Know?

Before the January 1, 2007 amalgamation, OPSEU Local 274 resolved outstanding grievances related to:

- Benefit withdrawal/job displacement
- Discipline re Vacation
- Accommodation/Discrimination
- CMA Job competition
- Discrimination/Union Activity
- Denial Sick Time
- CM job competition
- Past Practice I & R/Insufficient Notice to Change Terms of Employment

Your local executive is looking into concerns raised by members with respect to mileage claims (odometer mileage vs Mapquest).

Remember, it's "*union* as usual". The union will respond to any violations of the existing collective agreement .

*There are three kinds
of people in the world:
those who make things
happen,
those who watch
things happen,
and
those who say,
“what happened?”*

Yogi Berra