

OPSEU



SEFPO

news for
OPSEU's
CCAC members

Your Questions Answered

What happens to our current contract?

Until the OLRB dictates otherwise, your collective agreement and your bargaining agent are unchanged. Once bargaining rights are determined, your contract becomes part of a 'composite' agreement to be administered by the winning union. The composite agreement contains all of the contracts that were in place for that bargaining unit as well as 'common provisions' that either come from the winning union's contract or are negotiated.

The composite agreement expires after one year or 90 days after either party serves notice to bargain.

What are the common provisions?

The common provisions are those that, after the vote, must be amended so that they apply to all employees across the bargaining unit, and include:

- the grievance procedure
- seniority calculation and integrated seniority list
- the posting of vacancies and new positions, promotions, transfers of employees, lay-offs and recalls

The PSLRTA also allows the employer and union to agree to change other provisions to make them apply to all employees across the unit.

The bargaining unit members will be involved in the process of determining what language will best protect them, regardless of prior union affiliation.

How do the seniority lists get combined across all branches?

The PSLRTA dictates that seniority for all employees of a new (or changed) bargaining unit must be integrated into one seniority list and calculated on the same basis.

If the winning bargaining agent was a party to only one collective agreement, the seniority provisions in that collective agreement will apply to all employees in the bargaining unit. If the winning bargaining agent was a party to more than one collective agreement the union and the employer will decide which collective agreement language will apply.

Alternatively the union and the employer can amend existing language or ask the OLRB to issue an order regarding which language should apply.

OPSEU's approach includes consulting the membership on what seniority rights language the Union should put forward. Members will be fully informed at each step of the process and will be directly involved in approving the revised seniority list. We will make every effort to ensure that the integrated seniority list is based on fairness and equity regardless of former union affiliation.

Send in your Questions

1-888-990-9008

Ed Ogibowski
Connie Huziak
Lois Boggs

eogibowski@opseu.org
chuziak@opseu.org
(905) 317-6678
lboggs@opseu.org
tmussett@opseu.org

Tracey Mussett

Will the current local executive continue?

Once bargaining rights are determined, the local structure and representation will depend on which union represents you and how many bargaining units there are.

OPSEU members working in CCACs will be granted their own Local. That means that the Local Executive is comprised solely of employees of the same Employer. Elections will be held at well-publicized meetings and all members of the Local will be invited to run for office and participate in the process of electing your local leadership.

Other unions may place the new bargaining unit/s within another larger Local that includes members from other workplaces.

How would it work to have two separate bargaining units with the same employer?

Each bargaining unit will negotiate its own collective agreement and will elect bargaining unit representatives and committee members. Those unit reps will then participate in Local Executive Meetings.

In workplaces where there is more than one bargaining unit, they may be able to cooperate, share information and support each other.

Obviously this works better if they are with the same union.

Watch for
"More Questions Answered"

- ? Will our union dues change?
- ? What about our pension?
- ? Who decides if a grievance goes forward?

What happens to our 'banked' sick time?

Whether you have sick credits accumulated or are covered by a short-term disability program, nothing changes until a new collective agreement is negotiated.

As a bargaining unit, you will decide what demands you want to put forward with respect to sick leave benefits. The negotiating team that you elect will put forward the plan you think will best protect you—whether it's a 'bank' system or another plan.

How can we ensure that we'll keep what we have gained so far?

Making and maintaining gains is the primary job of the union and negotiating a first contract following a merger or amalgamation requires extra attention.

You and your colleagues will elect a bargaining team. The bargaining priorities will be set by all employees of the new unit.

OPSEU's approach following PSLRTA mergers includes research, democratic pre-bargaining consultations, a commitment of time and resources, and regular communication to the members.

However, a bargaining strategy is more than just a list of demands. .

The best way to get a good collective agreement is to participate:

- Be involved.
- Stay informed.
- Show the employer strength and unity.