

OPSEU



SEFPO

Negotiations News

OPSEU Local 540 at Homes First Society

#2 - June 6, 2001

STRIKE DEADLINE JUNE 20 – ENOUGH IS ENOUGH!

Our message to the Employer is clear: their latest contract offer doesn't make up for 7 years of frozen wages. Listen up, Homes First! We have voted not once, but TWICE to reject your offer. We want a fair contract, and we are ready to strike for it.

Our negotiating team has called for a “No Board” report, and so our Collective Agreement runs out June 20th. On that day, it will be legal for us to walk out on strike, or for the Employer to lock us out. Strike preparations are well underway, and there will be lots more to do in the days ahead. Everyone's support is needed now to make sure Homes First brings a decent offer to the table!

Our next action will be Friday, June 8 – wear the new “Enough is Enough” button to support the Negotiating Team! Site visits by our union staff are underway. If you are interested in becoming a Picket Captain,

please speak to **Strike Duties Committee members Krista Ellis** or **Dan Meaney**, or to one of our **union reps**. The OPSEU Queen's Park office has been selected as our Strike Headquarters. We will be having training for picket captains there in the near future.

Benefit coverage for our members has been arranged through the OSPEU Joint Trusteed Benefit Fund in the event of a strike/lockout. The benefits are available to all members who perform their strike duties, regardless of whether or not they normally have benefits through Homes First. Get a form from Dan Arsenault or Maria Elena Escobar.

SHOW YOUR SUPPORT! Members' checklist:

- ❑ **Button Day: “Enough is enough”**– Friday June 8.
- ❑ **Do you know who to call?** See the contact list below to stay up to date. Don't guess if someone asks a question you can't answer. Rumours will be flying; help nip them in the bud.
- ❑ **Questions from Tenants?** A letter has gone out to all tenants to share our concerns. We all want quality services at Homes First.

STRIKE PREP Q & A:

◆ **Q: Can negotiations continue?**

A: Yes. The Union is ready and willing to negotiate a fair settlement with the Employer before or after the strike deadline.

◆ **Q: Can I be fired for taking part in a strike?**

A: We have the legal right to strike, and unless we are out more than 6 months, our jobs will be there for us when the strike is over.

◆ **Q: How will a strike affect me if I'm on probation?**

A: When the strike is over, we will negotiate a "back-to-work" protocol with the Employer, that covers issues left over from the strike. Generally, the Employer must agree to drop any legal actions, discipline, or other sanctions against union members (including those on probation). The protocol will also cover pension, benefits, and seniority issues.

◆ **Q: How much is strike pay?**

A: Minimum strike pay in weeks 1-3 is \$25 per day, or \$125 per week; plus \$4 per day for each dependent, or \$20 per week. For example: a member with 3 dependents would receive \$185 per week. (\$125 + 20 + 20 + 20). The rate increases to \$200 per week (pay for dependents stay the same), weeks 4+. You must perform full strike duties as set out by the Strike Duties Committee to receive strike pay.

◆ **Q: What is a dependent?**

A: Dependents include a non-working spouse and children under 18 (under 22 if attending school or older if disabled and dependent).

◆ **Q: What if I can't walk a picket line because of a disability?**

A: There are many duties to perform during a strike that can satisfy the strike duty requirements for strike pay. Ask a Strike Duties Committee member for details.

◆ **Q: How will services delivered to tenants by other agency staff be affected by a strike?**

A: Agency staff who need entrance may be delayed because of the picket "protocol," which will regulate the flow of people going into buildings. Pickets have the right to inform the public that there is a strike and to discuss the issues with them. Normally, this involves a short delay at the picket line.

Mobilizing/Strike Committee Contacts

<u>Negotiating Team:</u>	Mark Grieveson –	416-395-0973
<u>Communications:</u>	Robin Masterson -	416-395-0928
<u>Finances:</u>	Dan Arsenault -	416-395-0906
	Maria Elena Escobar -	416-395-0949
<u>Strike/Picket Duties:</u>	Dan Meany -	416-896-4668

Krista Ellis -

416-395-0966