



No bull bulletin

SEFPO

News for OPSEU members at the Niagara Parks Commission

We've got a tentative deal

We told you there was more money to get and we got it.

The tentative settlement reached May 14 gives you a fair wage increase and close to 20 other improvements to your contract.

We recommend ratification.

We know this is the best contract we could get.

Bargaining is about give and take.

We are confident that we got everything we could from the Niagara Parks Commission.

You're the reason why. You showed your support for the team when we asked for it.

The buttons, bumper stickers, information picket and most of all, your 77 per cent strike vote helped convince the employer to improve their offer.

The term of the deal is three years, the same as their last offer: Nov. 1, 2003 - Oct. 31, 2006.

Wage increase doubled

If ratified, we'll get a wage increase of six per cent over three years, double what the employer offered before the strike vote.

We'll get one per cent the first year, two per cent the second year and three per cent in the third year.

The increases are staged so the employer can accumulate the income. They're higher in the third year when the park expects to have recovered from the tourism slump of the past two years.

The park predicts profits of \$500,000 this year, and \$1 to 2 million in 2005.

The wage increase in this deal should keep us ahead of inflation.

Improvements for seasonals

Recall rights will be extended to 24 months from the current 18 months.

If you're a seasonal who becomes full-time, your seniority will include your seasonal years.

Each year of seasonal work will equal eight months of full-time service. This will be enforceable for lay off and recall.

Your ability to apply for extra work if you have been laid off has been improved.

Under the new contract, you will have to be qualified to perform the core duties, not all of the duties, as is the case now.

The Seasonals Joint Job Evaluation will be completed by Oct. 31, 2006.

**Ratification vote
May 26
see page 2 for details**

We'll be able to enforce this language to make sure the employer gets it done on time.

The park has agreed to set up a contingency fund of \$20,000 to pay for any wage adjustments during the life of the contract.

Final wage adjustments will be negotiated in the next contract.

The seasonal benefits plan has a surplus of \$97,000, of which \$60,000 is ours. The balance belongs to supervisors and other non-OPSEU employees in the plan.

The \$60,000 will be paid to the seasonals who contributed to it.

Seasonals will continue to receive \$1.20 an hour for all regular hours worked for benefits.

Other gains

Classification grievances will now be heard and resolved within three months. It's taken much longer than that in the past.

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Members' support won us real gains

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The employer has agreed to negotiate with the union a fairer method to distribute overtime.

All disciplinary letters will come off your file after three years except in cases of workplace violence, sexual harassment and theft. In these cases, the letters will be removed if a grievance was upheld.

The meal allowance will rise from \$8.00 to \$9.00.

Winter coats will be supplied to employees who work outside.

The employer will pay for Hepatitis A and B vaccinations for employees at risk as determined by the Niagara Health Unit.

Mileage rates will increase to \$0.35 per km, from 0 to 4,000 km and \$0.30 per km, from 4,001 to 10,700 km.

Changes to benefits

We beat back concessions on benefits that would have cost you between \$300 and \$600 a year, depending on whether you're paying single or family rates.

The employer wanted employees to pay for any increase in benefits premiums. We said no. They backed down.

The dental plan will be the same except for one change.

The employer will pay for check-ups every nine months, up from six months, except for children under 16 and family members over 40.

There will be a dispensing fee cap of \$9.00 per prescription. If the pharmacy charges more than \$9.00, the plan will not cover it.

We surveyed 15 pharmacies in Niagara Falls. Eight of the 15 charge \$9.00 or less.

Thank you

We couldn't have got to this successful outcome without your support.

Thank you to the stewards and to the strike committee for all their work in the last few weeks.

You said you wanted a fair deal. You showed the employer you were prepared to fight for one.

With your support, that's what we got you.

Your Local 217 bargaining team

Shelley Reed, *Chair*
Rob Atkin, *Co-chair*
Desiree Constantinides
Colleen McComb-Page
Dino McDonnell
Colin MacKenzie
Mark Kotanen, *staff negotiator*

Authorized for distribution:



Leah Casselman, President

Ratification vote

Wednesday, May 26

12 noon - 4 p.m.

6:00 p.m. - 9:30 p.m.

Canadian Serbian Cultural Centre

5956 Main Street

Niagara Falls

Information sessions will be held at 12 noon and 7 p.m. Bargaining team members will be on hand throughout to answer questions.

Parking at Market Square behind the Centre.