



At the Table

Bargaining information for OPSEU members
at the Municipal Property Assessment Corporation
Issue 3 • February 8, 2010

Looking for improvements in the contract? The employer is

“Not interested whatsoever”

“Not interested whatsoever”...that has been the employer’s response to almost all the demands we are putting forward at the bargaining table.

Here’s what they are not interested whatsoever in...so far:

- Grievance streamlining, and their total lack of adherence to timelines.
- The integrity of our bargaining unit, and the use of retirees and agency staff.
- Compressed work week agreements
- Recognition of time spent on contract towards seniority
- Reduction on the amount of time disciplinary letters stay on employees’ files

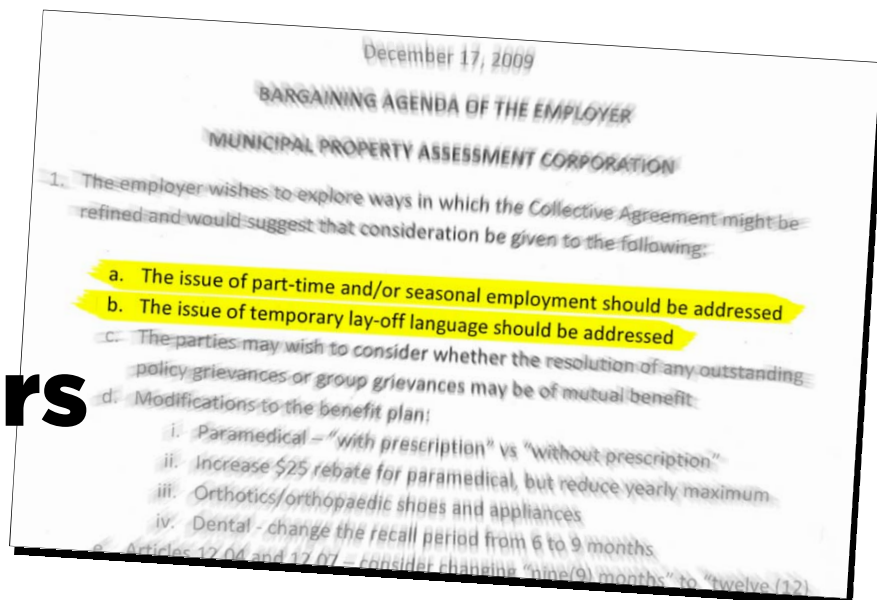
What the team finds amazing is that the same employer is saying that the pace of bargaining is moving too slowly. They want “more face time” with our bargaining team. We are more than happy to show the employer our faces at the table, but it would be a lot more productive if the employer wasn’t denying almost every item we are putting forward.

Your team is disappointed with the lack of progress so far. We have yet to come to an agreement on any significant items of discussion.

We will continue to push our issues forward. In the days ahead, we’re sure we will find a way to get the employer “interested” in actually bargaining.

**NOT
just
union
rumours**

See page 2



Team receives information on Organizational Review

The bargaining team has finally received information from the employer on their proposals for the Organizational Review. However, getting that information came at a price.

To get the employer's plans, the union had to sign a confidentiality agreement that is in effect until February 19. That means we are unable to share it with you until then. While we could have filed to legally obtain the information, it would have taken weeks and not arrived in time for it to be useful in bargaining.

Here's what we can say: There is information in the employer's plans that is extremely disturbing to the team. We will have a LOT to say to the employer about their plans. We will have a lot MORE to say to you after February 19.

Of even more serious concern is that the team feels we still haven't received all the information from the employer on the re-org plans. There is no possible way we can get to a negotiated collective agreement if we don't have all this critical information.



NOT just union rumours

In Issue #2, we told you about the employer's plans to turn some full-time jobs into seasonal and part-time.

We have learned that some managers have been telling our members (or have been told to tell our members) that this issue is "nothing but union rumours."

In response, we are compelled to present to you Items #1a and #1b from the "Bargaining Agenda of the Employer."

1a. The issue of part-time and/or seasonal employment should be addressed.

1b. The issue of temporary lay-off language should be addressed.

Nowhere on the document we received did we see "Rumoured Agenda of the Employer."

Thank you for your continued support!

Your team is back at the table February 10-11 and February 17-19. We will keep you posted.

(Continued on page 3)

Keep in touch!

To ensure a speedy response to your questions, your leadership team has divided up all MPAC offices in the province. If you have a question or a comment, please contact the bargaining team member responsible for your office. Contact us by e-mail at work or at home, as follows:

Ivan Herrington, Chair: Barrie, Kitchener, London, Milner (CCC, CPF, LPU), Mississauga, Trenton.
E-mail:
iherrington@cogeco.ca; herriniv@mpac.ca

Gary Cooper: Brantford, Chatham, Goderich, Hamilton, Owen Sound, Sarnia, St. Catharines, Windsor.
Email:
gcooper@iaw.com; cooperga@mpac.ca

Everett Kelly: Oshawa, Peterborough, Pickering, Richmond Hill, Toronto.
E-mail:
evkelly@rogers.com; kellyev@mpac.ca

David Lynch: Bracebridge, Dryden, Fort Frances, Kenora, North Bay, Ottawa, Parry Sound, Sault Ste. Marie, Sudbury, Thunder Bay, Timmins.
E-mail:
opseu409@yahoo.ca; lynchda@mpac.ca

Bill Robertson: Bancroft, Brockville, Cornwall, Kingston, Pembroke.
E-mail:
robertson2@cogeco.ca; robertbi@mpac.ca

Rob Field, OPSEU Staff Negotiator
E-mail:
rfield@opseu.org

Impact At the Table is produced by the bargaining team for the Property Assessment Division of the Ontario Public Service Employees Union and authorized for distribution by Warren (Smokey) Thomas, president.

Ontario Public Service Employees Union
100 Lesmill Road, Toronto, Ontario M3B 3P8 www.opseu.org