

Impact



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Grievance update

Settling layoff grievances is your team's top priority. Grievance Officer Anne Lee will be asking for arbitrators to be assigned within 90 days as required by Article 10.09 in the Collective Agreement.

We have had reports of permanent staff being laid off and then being offered a temporary assignment to go back to doing their old jobs. If this has happened in your office, let us know the details (see page 3 to contact the union members of your union-management committee).

We are now moving ahead with the Futures competition grievances. Property Assessor 5 grievances are set to start shortly. Lawyers for OPSEU and MPAC will meet with the arbitrator soon to agree on a process.

By now, all grievors should have received **fact sheets** to fill out. Please send these to Anne Lee along with your prep files. Send them by e-mail (a.lee@opseu.org) or mail them to Anne at the OPSEU Oshawa Regional Office, 1333 Thornton Road South, Unit 1, Oshawa, Ontario L1J 8M8. **NOTE:** If you have already sent Anne your information, do not do it again.

Members grieving the Customer Service Representative jobs should make sure they have all their info together. These grievances will be handled next after the PA5 grievances, in the order the jobs were posted.

Health & safety: every workplace needs it

Recently retired OPSEU Health and Safety Officer Bob DeMatteo gave a presentation at Convention on the Occupational Health and Safety Act. All work sites should have either a health and safety representative or a committee,

Be alert to SARS threat

The outbreak of Severe Acute Respiratory Syndrome (SARS) in Ontario continues to be closely monitored. If you have been in contact with someone with SARS, it is your responsibility to place yourself under quarantine and contact your local public health unit for advice. The employer agrees that you can use your short term sick time so you will not lose income if you are quarantined.

Washing your hands frequently is still the most effective way to avoid SARS (and other infectious diseases) without disrupting your daily life. If you are concerned about contact with customers at work, ask your manager to make waterless handwash readily available, including for employees who travel as part of their jobs.

depending on the size. Health and safety reps should be conducting monthly workplace inspections.

For more information on health and safety, contact the team member for your area.

BPS Conference

The deadline for registration at the annual Broader Public Service conference (set for June 6-8 in Toronto) has been extended to May 12. For more information, check with your local president or the highest ranking officer in the MPAC section of your local.

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Who's in? Who's out? Inclusions grievance heads to arbitration

Who's a member of the union? Who's not?
Who's not, but should be?

OPSEU team member Tina Faibish is working on a grievance that could see a lot of non-OPSEU employees at MPAC brought in to the union. You can help. Is there an "excluded" employee in your workplace who is doing bargaining unit work? If so, let Tina know why that person should be in our bargaining unit.

Hearing dates have been booked for July 7, 8, 10, and 11, so call Tina as soon as you can.

The union is challenging the employer's exclusion of the following positions:

- Communications Coordinator;
- Public Relations Coordinator;
- Organization Development and Training Consultant;
- Manager, Elections Information;
- Municipal Relations Specialist;
- Account Manager, Municipal Relations;
- Municipal Relations Representative;
- Account Manager, Government Relations;
- Account Manager, Business Relations;
- Customer Liaison Officer;
- Freedom of Information Coordinator;
- Customer Service Specialist;
- Customer/Data Quality Specialist;
- Valuation Quality Specialist;
- Internal Auditor;
- Administrative Assistant;
- Administrative Coordinator;
- Quality Service Specialist;
- Business Development Consultant;
- Business Development Customer Support Representative;
- Systems Designer - Business Development;
- Systems Designer;
- Business Development Consultant;
- Business Systems Analyst;

NOTE: Under Ontario law, employers are not allowed to intimidate, threaten, penalize, or coerce any employee for cooperating with the union in connection with any grievance. If you are intimidated, threatened, penalized, or coerced by the employer for helping out with the inclusions grievance, please contact Tina Faibish at 416-250-2150 ext 7105 or opseu534@sympatico.ca.

- Business Development Customer Support;
- Corporate Sales Manager;
- Program Administrator; and
- Program Manager.

Calling all stewards: Enforce that contract!

A contract that is not enforced is not a contract. All OPSEU stewards at MPAC should know the collective agreement inside and out. OPSEU delivers stewards' training courses in all regions that can help you and your co-workers get what we bargained for. Please make an effort to attend these courses when they are offered. Contact your OPSEU regional office for more information.

CONTRACT ENFORCEMENT TIPS:

- 1) Make sure to keep a file of all documentation for each grievance, e.g. a copy of the grievance form after it has been through Step 1.
- 2) Contact your OPSEU staff rep if you are not sure about the steps.

(please turn to page 3)

Keep in touch!

To keep in touch with your OPSEU union-management committee, contact the member responsible for communication with your office. Contact us by e-mail at work or at home, as follows:

- **Jennifer Reid (team chair, London):** London, Brantford, Sault Ste. Marie, Sudbury, Little Current, Ottawa, Cornwall. E-mail: reidje@mpac.ca; queenvic100@hotmail.com
- **Tina Faibish (vice-chair, Toronto):** Toronto, Mississauga, Aurora, Pickering, Scarborough (Milner). E-mail: faibisti@mpac.ca; opseu534@sympatico.ca

- **Ivan Herrington (Durham):** Durham, Peterborough, Lindsay, Bancroft, Trenton, Brockville, Pembroke, Kingston. E-mail: herriniv@mpac.ca; iherrington@sympatico.ca
- **Jamie Stata (Owen Sound):** Barrie, Bracebridge, Goderich, Owen Sound, Parry Sound, North Bay, Timmins, Dryden, Thunder Bay, Fort Frances, Kenora. E-mail: stataja@mpac.ca; ajstata@aol.com
- **Peter Thompson (Windsor):** Sarnia, Chatham, Windsor, Hamilton, Cambridge, Guelph, St. Catharines. E-mail: thompspe@mpac.ca; pthompson33@cogeco.ca