

## 2007 round-up

### Busy year for grievance-handling at MPAC

Your OPSEU leadership team at MPAC is pleased to report that things are improving on the grievance front, mostly because of improved employer co-operation.

Through mediation and other negotiations, the number of active grievance files across MPAC is now

below 100 for the first time in a long time. The streamlined process we are using now is largely responsible for the recent settlement of the dispute over pay scale placement of recalled Valuation Analysts, for example.

That being said, we still have grave concerns over a

number of dismissals this year. Most of our grievance arbitration time in 2007 was taken up with handling dismissal grievances. We hope that in 2008 we will have fewer dismissals to free up more arbitration time for the other important issues our members face in the workplace.

### Meeting elects two new members to Sector Executive

This past June, delegates from all over the province met in Mississauga for the biennial meeting of the OPSEU Property Assessment Division. Here are the highlights of the meeting, which is the highest decision-making body for the Division:

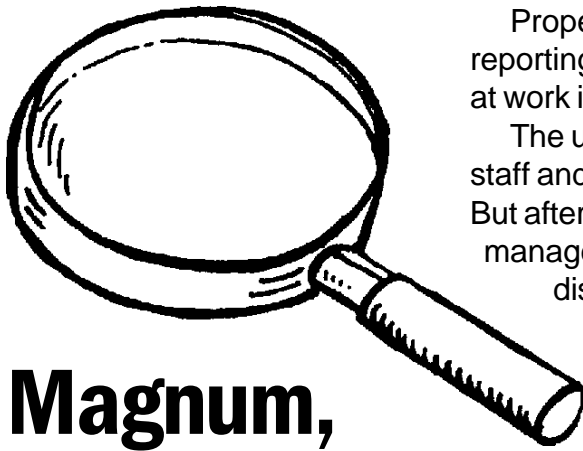
- Two new members were elected to the Sector Executive. **Everett Kelly** from Oshawa and **Gary Cooper** from St. Catharines were the successful candidates, joining the five members on



**Gary Cooper,**  
movie star.

- the executive who are also members of the Union-Management Committee.
- A large part of the meeting involved member education on the grievance procedure and important sections of the collective agreement.
- A motion endorsing the actions taken by OPSEU regarding a longstanding pension issue was carried. Subsequent to the meeting, on Oct. 23, the union made a submission to the Expert Commission on Pensions. The

- Commission is expected to report back to the Minister of Finance by late summer 2008. At that point the Liberal government will have a decision to make on implementation of any recommendations. Please visit [www.pensionreview.on.ca](http://www.pensionreview.on.ca) to learn more about the Commission and its work.
- We made minor housekeeping changes to our negotiating procedures and Sector bylaws to reflect changes made in the latest collective agreement.



# Magnum, PI?

Property Inspection staff at the Toronto office of MPAC are reporting that they are being observed by their managers while at work in the field.

The union recognizes the right of the employer to supervise staff and make sure we are following policies and procedures. But after a follow-up meeting with the affected Toronto staff, management asked them not to share the contents of their discussions with anyone else. Huh?

Be alert: Any discussions that are or may be of a disciplinary nature should be shared with your union representative. **You have a right to representation.**

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## MPAC waits for answer on rental vehicle liability issue

Are MPAC staff liable for accidents that occur while they are driving a rental car while on MPAC business? That's what we asked management at a meeting of the MPAC Union-Management Committee on Dec. 14.

Their answer for the moment is that they don't know. With new legislation on the books, MPAC is waiting for advice from its legal team.

It is the union's position that MPAC should assume all liability for accidents that may occur while staff are on MPAC business – if the law allows.

## Got a Standard Life problem? Call Jane!

Many OPSEU members at MPAC are reporting problems with Standard Life, our new benefits carrier. While your OPSEU team bargained our benefits package, it is MPAC that chose the benefits carrier. If you are having administrative problems, contact Jane Mizanski at Pickering head office.

## Has your boss asked for your home phone number?

A number of OPSEU members at MPAC have reported that managers are asking staff for home phone numbers when they phone in sick.

Since management already has a home number for every MPAC employee, this seems like an unnecessary invasion of privacy. If your manager asks for your home phone number, we suggest you tell him or her to buy you a drink first.

## 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 member responsible for your office. Contact us by e-mail at work or at home, as follows:

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