

## The policy that isn't a policy

*Is your office hiring retired MPAC managers?*

It's official: MPAC's "policy" to not hire retired employees can be violated any time MPAC management feels like it.

Eric Preston, vice-president of human resources for MPAC, says that "MPAC's policy is not to hire retirees." However, he says, "Exceptions to the policy can be made by the President when circumstances such as timing, unique skills or lack of other resources, make hiring a retired MPAC employee the most effective way of meeting our requirements."

Preston made the remarks in an e-mail to OPSEU Local 301 steward Everett Kelly after Everett questioned him on the hiring of a retired MPAC manager in the Durham office (Oshawa).

Hiring retirees is a "slap in the face" to current assessment staff, says Jocelyne Day, president of Local 202 at the Hamilton Assessment Office.

Last week, Jocelyne wrote a searing memo to Preston and MPAC chief Carl Isenburg. She said:

It has come to my attention that it has been a practice to rehire retired Property Assessors at the top level of the salary range.... Although it is apparent that since the Futures program has come into effect that we are grossly understaffed and could use as much help as possible, I find it inconceivable that you would do so while there are a number of fully qualified, experienced individuals who because of the Futures program were demoted to the lowered salary position of Property Inspection. These individuals, many of whom had several years of experience as Property Assessors, not only had to suffer the indignity of a demotion but also serious financial hardship in taking a \$15,000 a year

### All systems go for bargaining

OPSEU delegates from MPAC offices across the province met in Toronto on Saturday (Nov. 26) to set the union's final demands for the upcoming round of contract negotiations. Your union team is now all set to start bargaining.

Watch for news of bargaining dates in the very near future.



pay cut.... These individuals have already invested heavily in MPAC with their careers and livelihood and their return has been little more than a slap in the face.... Surely it would be in the best interest of all and most definitely in the interest of improving MORALE to give these individuals the opportunity to be assigned to these positions....

### Report retiree hires to your bargaining team

If you know of retired MPAC employees being hired in your office, please send full details to your OPSEU bargaining team (e-mail addresses on page 2). Tell us the person's name, office, current job, date of hire, former job with MPAC, and any other facts of interest about the relationship between the new hire and the manager.

We will put the information to good use.

**...More on page 2**

# More grievances as MPAC ignores contract rules

Your bargaining team has filed four policy grievances against MPAC. We allege the following contract violations.

1. MPAC is failing to convert contract workers to permanent jobs after two years of service.
2. MPAC is failing to post positions. In some cases, individuals are being hired in one office and then transferred, with their job, to another office. These really are new positions in the

- “receiving” office, and should be posted as such.
3. MPAC’s Code of Conduct is an abuse of management rights that puts barriers in the way of MPAC employees who may wish to appeal assessments on their own properties.
4. MPAC’s job competition process is fundamentally flawed. We want to stop the employer from running unfair, biased competitions that violate the collective agreement.



## Button contest deadline is Dec. 9

If you are thinking of entering our “campaign theme” button contest, now is a good time. The contest closes Dec. 9.

We need a theme for this round of bargaining. We’re asking OPSEU members at MPAC to design a button that we’ll all be proud to wear in the workplace. Your design can be a slogan, a drawing, or just a general idea. If you can’t draw, we’ll get an artist to draw your idea if you win.

First prize – in addition to the fame and recognition – is dinner for yourself and one of your friends with the bargaining team.

E-mail your slogans, drawings, or ideas to bargaining team chair Ivan Herrington at [iherrington@sympatico.ca](mailto:iherrington@sympatico.ca).

## 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:

**Ivan Herrington, Chair:** Milner (CCC, CPF, LPU), Oshawa, Peterborough, Pickering (Head Office).  
**E-mail:** [iherrington@sympatico.ca](mailto:iherrington@sympatico.ca); [herriniv@mpac.ca](mailto:herriniv@mpac.ca)

**Jamie Stata, Vice-Chair:** Brantford, Cambridge, Chatham, Goderich, Guelph, London, Owen Sound, Sarnia, Windsor.  
**E-mail:** [ajstata@aol.com](mailto:ajstata@aol.com); [stataja@mpac.ca](mailto:stataja@mpac.ca)

**Gerald Devlin:** Aurora, Bracebridge, Barrie, Hamilton, Mississauga, St. Catharines, Toronto.  
**E-mail:** [gdevlin59@rogers.com](mailto:gdevlin59@rogers.com); [devlinge@mpac.ca](mailto:devlinge@mpac.ca)

**David Lynch:** Dryden, Fort Frances, Kenora, Ottawa, Parry Sound, Sault Ste. Marie, Sudbury, Thunder Bay, Timmins.  
**E-mail:** [opseu409@yahoo.ca](mailto:opseu409@yahoo.ca); [lynchda@mpac.ca](mailto:lynchda@mpac.ca)

**Bill Robertson:** Bancroft, Brockville, Cornwall, Kingston, North Bay, Pembroke, Trenton.  
**E-mail:** [wrobertson2@cogeco.ca](mailto:wrobertson2@cogeco.ca); [robertbi@mpac.ca](mailto:robertbi@mpac.ca)