

News for OPSEU members at MPAC from your leadership team

# Impact

Volume 3, Issue 10

October 8, 2003



## Laid-off workers may be hired as contract staff – temporarily

Can MPAC lay you off and then hire you back as a contract employee while you are on the recall list for a permanent job?

It turns out the answer is yes – temporarily.

Earlier this year, a small number of OPSEU members lost their jobs but then got offers to come back to work for MPAC as contract employees. They accepted. They then grieved that they had been wrongfully dismissed from their permanent jobs.

The grievance was settled at mediation on Sept. 4. The gist of the settlement is that the collective agreement does not bar the employer from laying people off and then hiring them back

as contract employees, if it is a temporary assignment. This could be a short-term arrangement to deal with a surge in workload, backfilling for a permanent employee on leave, etc.

The settlement says that, if laid-off workers are awaiting recall, the clock is not ticking on their recall period. This gives them more time to apply for vacancies that arise as other members retire or move on. Working on contract also gives them an income while they are waiting for an opening or looking for a new job.

## Please welcome new members

We've got some new members in the OPSEU bargaining unit at MPAC.

This summer, an arbitrator ruled that several job classifications that the employer claimed were not in our bargaining unit were, in fact, in our bargaining unit.

The classifications that moved into our bargaining unit were:

- Data Processing Quality Specialist
- Valuation Quality Specialist
- Customer/Data Quality Specialist
- Freedom of Information Assistant
- Customer Services Specialist
- Customer Liaison Officer
- Municipal Relations Specialist
- Manager, Elections Information
- Public Relations Coordinator

- Corporate Sales Manager
- Business Development Customer Support
- Program Administrator
- Business Development Consultant (if occupied by an employee)
- Trainer Customer Contact Centre
- Quality Services Specialist
- Organizational Development and Training Consultant

The change in status arose out of an OPSEU policy grievance. Please take a minute to welcome these employees into the bargaining unit – and stewards, don't forget to help them sign a union card!

*(please see page 2 for more articles)*

# Hats off to election workers!

A number of OPSEU members used their spare time, or took time off from their work at MPAC, to help out in the Oct. 2 provincial election. Congratulations to everyone who helped defeat the (anti-worker) Tories!

The next job is the Nov. 10 municipal election, where we need to elect as many progressive candidates as possible in every Ontario municipality. Our very own John Durley, president of OPSEU Local 208 in St. Catharines, is running for municipal councillor for the Town of Pelham. Contact John at (905) 892-5388.

## Sign up for health & safety training

Ontario's Occupational Health and Safety Act requires every unionized workplace to have a joint union/management health and safety committee. We need at least one member in each office to have taken the training required by the Workplace Safety and Insurance Board. Contact Kristy Humeniuk at MPAC head office for more information.

## Pay equity committee adds one more

Alba Policicchio from the Scarborough (Milner) MPAC office is the newest OPSEU member on our pay equity committee. Alba joins Jennifer Reid, Tina Faibish and Craig Wright to help develop the union's position on pay equity at MPAC. Lawyer Victoria Réaume and OPSEU staffer Ann Wallace are assisting the team.

Legislation requires that we file a pay equity plan with the Pay Equity Commission.

## Office security update

MPAC is working on a plan to have secure entrances at every MPAC office so people can't walk in off the street without security passes. For the time being, your union-management committee has asked that MPAC require that all visitors wear a Visitor badge.

## Career software to be tested

MPAC will soon be testing the Career Development Software that it plans to use in its Career Path and Performance Management Program. Look for testing to begin in a few offices this fall; it is scheduled to be in use in every office in the first three months of 2004.

## Keep in touch!

To keep in touch with your OPSEU leadership team, 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, Little Current, Ottawa, Cornwall. E-mail: reidje@mpac.ca; queenvic100@hotmail.com
- **Tina Faibish (vice-chair, Toronto):** Toronto, Mississauga, Aurora, Scarborough (Milner). E-mail: faibisti@mpac.ca; opseu534@sympatico.ca
- **Ivan Herrington (Durham):** Durham, Lindsay, Bancroft, Trenton, Brockville, Pembroke, Kingston. E-mail: herriniv@mpac.ca; iherrington@sympatico.ca
- **Louise St. Jean:** North Bay, Sudbury. E-mail: stjeanlo@mpac.ca; mlstjean@sympatico.ca
- **Jamie Stata (Owen Sound):** Barrie, Bracebridge, Goderich, Owen Sound, Parry Sound, 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
- **Craig Wright:** Peterborough, Pickering (head office). E-mail: wrightcr@mpac.ca