



# At the Table

Bargaining information for OPSEU members  
at the Municipal Property Assessment Corporation

Issue 2 • February 8, 2006

## Employer proposes seasonal, part-time jobs

MPAC says it wants to turn some OPSEU jobs into seasonal jobs and create part-time jobs to do some work currently done by full-timers.

In contract talks last week, the employer floated the idea of seasonal employment for property inspectors in northern and rural areas and part-time status for other positions at the Milner site.

Your bargaining team rejects both ideas.

“We have no intention of entering into any sort of agreement that would turn full-time jobs into seasonal or part-time jobs,” says Ivan Herrington, chair of the union team.

The employer provided few details of its plans, but the union doesn’t need details to say no to a bad idea. “If it starts with some positions, where does it end?” said Herrington.

“We think it’s very important that folks in MPAC offices make it clear to the employer that we won’t go along with this.”

Despite the disagreement, bargaining is taking place. The two sides have signed off on a number of non-monetary items.

Still, the employer has been unwilling to consider several union proposals. So far at least, the employer won’t discuss:

- adding seniority to the list of factors considered when filling vacancies;
- improving contract language around layoffs and bumping; or
- protecting workers whose jobs are eliminated by technological change.

### Bargaining resumes Feb. 13

OPSEU and MPAC will be in bargaining next from Feb. 13 – 16. At the moment, no more dates are scheduled.

### “Add me to the list!”

In the spirit of generosity that our employer showed in “reviewing” wage rates for certain job classifications – yes, we mean the AD series – OPSEU has produced a sticker that may help beautify your workplace or even your clothes. Talk to the OPSEU contact in your workplace to get one of our “Add me to the list” stickers.

### Don’t lose your stat holiday pay

It has come to our attention that our employer has tried to rob at least one member of statutory holiday pay after she arranged with her manager to have a vacation day on the last work day before Christmas and the last day before New Year’s.

The employer then decided not to pay her statutory holiday pay for Christmas Day, Boxing Day, and New Year’s Day.

If the same thing happens to you, be aware: **This is a contract violation.** Article 23.04 of our collective agreement says that the employer cannot take away statutory holiday pay if the employee is “excused by the Employer.”

Our member’s grievance is in progress.

**For bargaining team contact info, see page 2**

## 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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