

# OPSEU Impact

NEWS FOR OPSEU MEMBERS AT MPAC FROM YOUR LEADERSHIP TEAM

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## CSR hearing forces disclosure

The arbitration hearing before MacDowell made some progress by focussing MPAC on its obligations to employees, and forcing them to agree to a timetable for reasonable disclosure.

Since April the Union has been asking for the facts around the competition; questions asked, instructions to the panel, weighting of seniority, skills, ability, qualifications and experience.

MPAC had spent those five months finding excuses to withhold the required material. In addition, MPAC raised preliminary objections to even HAVING our grievances heard.

Our counsel made every attempt to resolve the preliminary objections and disclosure issues before the hearing, so that the day would be useful to the parties, without success. It is crystal clear that MPAC is not interested in resolving grievances expeditiously so that both successful and unsuccessful applicants can move on with their lives.

By September 27 the union will receive the material we have repeatedly asked for. The employer withdrew their preliminary objections to having the policy grievance heard. Our counsel is seeking ways to have the issues heard this fall. This may mean putting this grievance before a different arbitrator who has more days to spend trying to resolve the many, many grievances.

The first issue, before we get to individual complaints about the decisions, is to decide if the process was biased and unfair. We believe it was.

*As our counsel told MPAC, sooner or later the truth will come out and delay is just making it harder on the Corporation, and our members.*

## Drafters' classification grievance gets started

Several days of hearing (also before arbitrator MacDowell, with a union and employer nominee on the panel) in August got much of the picture of the Drafter 2 classification grievance out in the open.

The arbitrator attempted to settle the issue without a hearing when he was told the classification would not be renewed after this collective agreement and MPAC would be out of the mapping business (we are also pursuing the transfer of the business to Terranet through the Labour Board).

MPAC rejected ANY attempt at settling the issue. Their comments showed a great disrespect for the drafters' work. At one point MPAC actually said *"there is no mapping going on at MPAC anymore...the drafters' have all been given make-work projects."* If you ever wondered if the boys at the top have any idea of what goes on in Assessment Offices, your doubts have been confirmed.

Keith Meadows, a Drafter 2 in Durham, was the union's first witness. Keith did an excellent job of testifying why his job deserves the Drafter 3 designation. The hearings will continue in January due to the lack of short-term dates

## Two team members not seeking re-election

As the MPAC pre-bargaining conference approaches (Sept. 21/22 in Toronto), two sitting team members have announced they will not be seeking re-election.

Peter Thachuk, a Senior Valuation Analyst in Pickering, has decided to pursue educational accreditation. Peter was elected to the bargaining team in 1999. In 2000 the team appointed him to the OPSEU side of the Union-Management Committee. Peter took on some lead roles in grievances and was the health and safety specialist on the UMC. Peter was known as “Sue the %&\*\$#” for his quick reach for justice through litigation. He served the members of MPAC remarkably well and says; *“While I am grateful for the opportunity to learn so much about labour relations I am saddened by a truculent employer whose actions continually demonstrate their lack of respect for their front line employees.”*

Will Presley, a Senior Property Assessor in North Bay, has decided to leave MPAC while still breathing. Will has over 27 years with MPAC and spent 20 of those years as an OPSEU leader. He has applied for the position of District Grievance Officer in the North Bay OPSEU office. Even if unsuccessful in that bid, he feels confident that he has a brighter future outside MPAC than within it. Asked how he felt about being declared redundant and facing a surplus notice after so many years, Will said *“MPAC has made it clear to all of us, including many managers, that they do not value experience. They seem to have made every mistake that it is possible to make. I hear more horror stories about Futures is unfolding every day. While MPAC management is clearly headed for implosion, I think my health and happiness is more valuable than waiting for the big blast to happen.”*

## Time for Richards to wake up and smell the coffee

Even MPAC managers are now admitting “off the record” that *Futures* is a complete bust. Municipalities are quietly imploring former assessor contacts to give them background info as the Municipal Relations Representatives

system proves unworkable. Frontline staff have to tell green managers to read the assessment act before giving out illegal orders. MPAC is complaining that they are getting too many grievances and declare that they will not longer settle VALID grievances because they are scared of encouraging MORE grievances (SHAME!). Long service employees, who were told they were the backbone of the corporation, are leaving in droves. *And don't even get us started on the new assessments...*

What a mess. The only good that could come out of this is a book on how NOT to reorganize.

### **And where is BOB?**

Carefully planning how to increase his \$292,000 salary without looking TOO MUCH like Eleanor Clitheroe and getting Ernie's attention is one insider's guess (he made \$292 big ones LAST year, we await the awesome number for 2002).

Just for reference, Bob makes more than SEVEN Drafter 2s would be paid. Shows that destruction pays better than construction, doesn't it?

Bob's boys are very critical of the number of grievances that employees are filing. They are using every trick in the book to delay grievances getting heard in timely fashion (despite their contractual agreement to make that happen). They refuse to give out required information, refuse to substitute unresolved cases for hearing days that are opened by the union settling grievances, dream up preliminary objections wherever possible, ignore repeated requests for stage two meetings, and reject adding arbitrators with good availability to our agreed upon list (they are quite happy that we have arbitrators who are booked up for months in advance).

Bob's boys wring their hands about the lousy union/boss relationship, and how the union does not toe the *Futures* line. Yet, when the union suggested to a mediator (brought in to improve the relationship) that the MPAC Vice-Presidents meet with the union leadership and seek solutions, MPAC HR Supremo Eric Preston said NO WAY.

Smell the coffee Bob while there is still time. Incompetent managers, hostile union, very unhappy employees. It all makes for an unproductive workplace that is not going to win any awards.