

NO MORE CUTS

Rebuild our public services!

THE ISSUES
APRIL 2005

Improvements for unclassifieds:

It's about **Equality**

No benefits, no security, no schedule.

That's no way for someone to live. Especially if that someone happens to work for a multibillion-dollar organization known as the Ontario government.

It shouldn't be this way. Many unclassified workers have held their positions for a long time, in some cases over 25 years. For some, that's a lifetime of no guarantees on hours, no fixed schedule, no benefits, no vacations, no sick time, no seniority and no job security.

Nearly one-third of Ontario's public service is made up of unclassified workers - a number that continues to grow. In 2003/2004, 89 per cent of new hires by the Ontario government were unclassifieds. This trend has to stop.

It's about equality. Unclassified employees do the same work as classified staff...without the benefits. Unclassified workers want permanent jobs, seniority rights and benefit improvements. To no surprise, the employer doesn't agree. The government wants the cheapest labour possible. They want to exploit unclassified workers and, if possible, hire as many unclassified staff as they can.

Increased use of unclassified employees threatens classified jobs, worsens unclassified rights and destabilizes the entire public service. Not the direction expected from a Liberal government that was elected to rebuild and renew.

It's time for equality for unclassified workers. The government's free ride is over.

What's on the table:

Bargaining proposal as of March 27, 2005

EMPLOYER PROPOSAL

The Employer wishes to explore the increased use of contemporary hiring methods, including pool and/or pipeline hiring, backfilling, secondments, competency-based recruitment, developmental assignments, cross-appointments, and web-based recruitment strategies.

Within the workforce, some staffing provisions in the collective agreement make it ever more difficult to ensure that the right people are in place and that there is the flexibility to address the business requirements of the future.

UNION PROPOSAL

Unclassified stability/transition issues:

- Improvements to conversion language
- Improvement to seniority rights of unclassified/seasonal staff
- Improvement to percentage in lieu of benefits payment
- Scheduling issues
- Access to other provisions of the classified agreement such as job posting, health and safety, bereavement, compassionate and union leaves
- Increased student compensation