

NO MORE CUTS

Rebuild our public services!

THE ISSUES
APRIL 2005

Thinking of a promotion?

Job post... is toast!

If you are thinking that you will someday get that promotion you have been working so hard for - think again.

Your employer doesn't want you...or your colleagues. As far as they are concerned, your knowledge and expertise means nothing. The employer doesn't think you are good enough. That's why they want to hire from somewhere else.

The employer wants something called "sustainable public services." They say that they have to attract people of "the highest calibre." They say they want flexibility and the collective agreement makes that too difficult.

If you see warning lights flashing, you aren't alone.

All this jargon translates to this: The employer wants to hire people from outside the public service instead of promoting those who deserve it.

The employer doesn't want to use your years of experience and specialized knowledge to improve public services. From the sounds of it, they have friends that they want to reward with public service jobs.

Ontario's auditor found that only one out of every 69 employees in the OPS actually get promoted. That's a direct slap in the face from a premier who said he values the work we do. Perhaps he just forgot to tell us that he values our work...but has no intention of rewarding it.

If we allow the employer to go through with this plan, forget about seeing another competition posting. Job post...is toast. And so are your plans for advancing your career.

What's on the table:

Bargaining proposal as of March 27, 2005

EMPLOYER PROPOSAL

Sustainable Public Services

The OPS is facing an increasingly competitive labour market, and it is necessary to attract candidates of the highest calibre. 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. The Employer proposes that consideration be given to strategies that respect the principle of providing opportunities to existing employees, while enhancing flexibility, efficiency, improving developmental opportunities, and taking advantage of the expanded use of technology.

No changes to existing language.

UNION PROPOSAL