

NO MORE CUTS

Rebuild our public services!

THE ISSUES
APRIL 2005

Length of service has its privileges...

Keep the "senior" in seniority

It's simple really.

The longer you work at the same job, the more you get. Whether it's pay, vacation, job security or preference for competitions, seniority plays a huge role. That's the reward for experience and knowledge which is gained, then used to make public services better.

The employer doesn't seem to understand this. In one proposal, they want to give extra vacation to attract new hires. **That means a brand new person off the street would get more vacation than you.**

The Tory concept of "super seniority" is back.

It is laughable for the employer to suggest that they give these kinds of privileges to people they have just hired. It erodes seniority rights and morale. We told the Harris Tories this in the past three rounds. It looks like we have to tell the McGuinty Liberals the same thing.

Twice in the employer's opening position they talk about breaching seniority provisions. Phrases like "competency-based recruitment" and "attracting highly-qualified candidates" is code for ignoring seniority.

Seniority rights must be protected at all costs. Make sure the employer gets the message loud and clear: **Seniority has its privileges.**

What's on the table:

Bargaining proposal as of March 27, 2005

EMPLOYER PROPOSAL

Modern Recruitment Methods

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.

Vacation Credits

The Employer proposes that, in some circumstances, newly-hired employees be offered higher levels of vacation than are currently set out in the collective agreement. This is to assist in attracting highly-qualified candidates, with considerable work experience, to the public service.

It is not intended that this be open-ended. It would be targeted to certain categories of jobs where it is difficult to attract highly-qualified people. The Employer would be willing to discuss reasonable parameters and guidelines.

No changes to existing language.

UNION PROPOSAL