

NO MORE CUTS

Rebuild our public services!

**SECOND
EDITION
MAY 14, 2005**

Improvements for unclassifieds:

It's still about **Equality**

No benefits, no security, no schedule. And absolutely no recognition at the bargaining table.

Every single demand put forward by your bargaining team to make improvements for unclassified workers was completely and utterly ignored. Every one.

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 one's 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.

Classified and unclassified workers must stand together and stop this exploitation. Classified or unclassified, this affects **you**.

What's on the table:

Bargaining proposal as of May 12, 2005

EMPLOYER PROPOSAL

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