

Key issues in the May 12 offer

May 14, 2005

1. Separation and Termination pay gone

First, the employer wants to eliminate separation allowance, something that will directly affect younger OPS members if they lose their jobs. Second, the employer wants to eliminate termination pay if you resign. They also want to prevent new employees from getting access to termination pay.

2. Zero improvements for benefits

Improvements to the OPS benefit plan are long overdue. Semi-private hospital coverage, vision care coverage and dental coverage is badly outdated. And what about a drug card? The employer's offer on these and all other benefits improvements is...nothing.

3. Zero improvements for unclassifieds

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. Classified and unclassified workers must stand together and stop this exploitation.

4. Factor 80 gone

Your teams want full Factor 80 to continue. The employer has the money to pay for it. Instead, they offer Surplus Factor 80...until March 31, 2006. Not acceptable!

5. Your wages move down, not up

The employer's offer of 2, 2, and 2 will actually *cost* you money. With inflation currently running at 2.3 per cent, everything you buy costs 2.3 per cent more than it did last year. A two per cent wage increase actually equals a net loss of at least 0.3 per cent per year.

6. Classification limbo

14,000 of you have claimed you are wrongly classified. 4,000 cases are stacked up trying to be resolved by a process designed to fail. That's because an equal number of employer and union reps must agree before a case is resolved, and there is no access to arbitration. The bargaining team has a proposal that would fix this ridiculous system. The employer refuses to act on it now, and wants to wait for at least another round of bargaining. That's too little, too late.

7. No redeployment - no employment

The employer wants to make it almost impossible to redeploy if you are surplussed or bumped. Currently, you must be "minimally qualified" to move into another position. The employer wants to change that to read "qualified." Results: unless you are moving into the *exact* job you held before, you are out the door.

8. Pets to be rewarded?

Despite the fact that the Tories failed to implement Pay for Performance, the language for that concept is still in our collective agreement. We want it gone. The employer wants it to stay. We wonder why...

9. Successor rights = justice

Having successor rights means that if an employer sells, divests, downloads or contracts out part or all of its work, the employees move with the work. The employees also keep their union, and their union contract. Harris eliminated these rights in 1995. The McGuinty Liberals have said they plan to **eliminate 6,000 OPS jobs**. The return of successor rights will mean that OPSEU members will be protected if their work is transferred out of the OPS. It's time we got these rights back!

10. Special cases ignored

Fed up being wrongly paid for the work you are actually doing? Your bargaining teams tabled 50 "special cases" to address these inequities. The employer has addressed five. Not good enough!



Reject this offer! Give your teams the tools they need to get the contract you deserve!