



The Source

The factual report from the OPS Bargaining Teams

Issue 5

January 7, 2005

Management credibility at Essential Services Table non-existent

OPSEU considering OLRB complaint

At the beginning of Essential Services site agreement (ESA) negotiations, the employer's lead negotiator indicated that confidentiality with respect to the site agreement negotiation process was necessary for successful negotiations. The union agreed that confidentiality should be maintained, but expressed concerns as to the employer's desire and ability to keep matters confidential with respect to the ESA negotiations.

In December, the union informed the employer that the confidentiality had been breached. A manager from the Ministry of Community Safety and Correctional Services had approached OPSEU members at a work location and informed the OPSEU members of the employer's negotiating position on essential services. This action on behalf of management, clearly violated the confidentiality requirement that management themselves had demanded.

In a written response, the employer denied the union's allegation.

The union has now obtained a communication that was distributed to management at that Ministry's numerous worksites. The communication, sent by a senior administrator,

states the employer's negotiating position and then goes to say, "We are to monitor the workplace as this information becomes known to the OPSEU membership and are to report any reaction on an incident report."

So, the employer leaks information from the bargaining table directly to OPSEU members, finds out what the reaction is from those members, collects that information corporately and then uses that information to guide its negotiating position. The union is considering initiating an unfair labour practice complaint at the Ontario Labour Relations Board as soon as possible.

"Essential Service" surveys needed

Your bargaining teams are asking that all locals who have not submitted their "Essential Service Surveys" to please do so. Additional copies of the survey are available at your regional office. The completed surveys are to be submitted to your Staff Representative who will forward them to your bargaining teams.

POST and CIRCULATE

Good day sunshine!

The Sunshine List is the list of public service managers who earn over \$100,000 per year.

Name	Ministry	Current Position	(Strike Year)	(Non-Strike Year)
			2002 Salary	2003 Salary
Dr. Russell Fleming	Ministry of Health and Long Term Care	Psychiatrist in Chief (Penetanguishene)	\$348,680	\$241,894
Morah Fenning	Ministry of Environment	Director (Drive Clean Office)	\$223,908	\$108,144
Karin Dillabough	Ministry of Community & Social Services	Director (Communications & Marketing Branch)	\$208,499	\$113,417
David Cope	Management Board Secretariat	Facility Management Council	\$205,990	\$115,246
Lois Hutchinson	Ministry of Health & Long Term Care	Psychiatrist in Chief/ Clinical Director	\$400,687	\$146,822

In Corrections:

Name	Current Position	(Strike Year)	(Non-Strike Year)
		2002 Salary	2003 Salary
Gary Commeford	Assistant Deputy Minister	\$231,036	\$141,041
Doug Dagleish	Superintendent	\$211,758	\$105,549
Paul Fleury	Regional Director Adult Community Corrections	\$231,400	\$111,379
Deborah Newman	Assistant Deputy Minister Youth Justice Services	\$247,004	\$152,028
Gilbert Tayles	Regional Director Eastern Region Children and Youth Services	\$210,733	\$117,040

This week's team member profiles

Doug Peebles

Doug has been working in the Ontario Public Service (OPS) for over 20 years. He is currently a Systems Officer with the Ministry of Agriculture and Food. As a third-term Ministry Enforcement and Renewal Committee Chair, Doug played a key role in the campaign to return the Meat Inspectors to the OPS.

For the past 1.5 years, Doug has been involved with the Joint Systems Subcommittee (JSSC), which focuses on resolving Systems Officer classification (implementation) grievances.

Recently, Doug completed a Member in Developmental Training (MDT) assignment with OPSEU, backfilling for the OPS Staff Representative in the Guelph Regional Office.

It is with the greatest level of respect for the membership that Doug accepted the nomination to represent Region 2 members on the OPS Bargaining Team.



Glenna Caldwell

Glenna started with the Ministry of Correctional Services in 1986 as a Correctional Officer at the Metro West Detention Center. In 1989 she became a Probation and Parole Officer at the Danforth Probation and Parole office. She then moved to the Durham Probation and Parole Office where she worked with both adults and youths. In 2002 she spent a year in Thunder Bay working with youths. She is currently a probation officer with the new Ministry of Children and Youth Services in Whitby.

Glenna has been an activist since she started in the government. She has held various positions in the union including President of her local, Vice-President, and Secretary/Treasurer. She has also held provincial positions as a member of the Constitution Committee, Provincial Women's Committee and the Systemic Change Committee.



Glenna is no stranger to bargaining. She was on the Corrections team in 1999 and was mobilizer during the last round of bargaining. Glenna looks forward to working with the members to ensure that we all have a collective agreement that is "A+".

OPS Bargaining Teams make a donation

As a result of the tragedy and devastation caused by the East Asian tsunami, your OPS Bargaining Teams have risen to the national call for financial assistance and made a substantial donation to the Canadian Red Cross. Anyone wishing to make a donation may call the Red Cross at 1-800-810-1408.

Your OPSEU OPS bargaining teams

Central/Unified team:

Marg Simmons (Chair), Central Enforcement and Renewal Committee

Linda Thibert, OPSEU Region 1

Doug Peebles, Region 2

Kathleen Demareski, Region 3

Rhéal Delaquis, Region 4

Paul Myers, Region 5

Eric Morin (Vice-Chair), Region 6

John Watson, Region 7

Bob Houston, Administrative category

Brian Chauvin, Corrections

Carl Thibodeau, Institutional & Health Care

Sandra Noad, Office Administration

Beth Anich, Office Administration

Ken Fraser, Technical/Operational & Maintenance

Moira Cowan, Unclassified members

Corrections team:

Jack Hopkins, OPSEU Region 1

Barry Scanlon (Chair), Region 2

Glenna Caldwell, Region 3

Robert Curran (Vice-Chair), Region 4

Dave Graves, Region 5

Joe Wright, Region 6

Len Mason, Region 7

The Source is your only accurate source of Central and Corrections bargaining team information. Do not rely on gossip and rumours. We will provide the facts. Your editors are Len Mason, Beth Anich and Moira Cowan. *The Source* is authorized for distribution by Barry Scanlon, chair, Corrections team, Marg Simmons, chair, Central bargaining team and Leah Casselman, president.