

Tory friendly law firm delivers Liberal government message

No Probation/Probation and Parole Officers or Correctional Officers are essential

On Tuesday, Jan. 11, 2005 Tory friendly law firm Filion Wakely Thorup Angeletti LLP, acting on behalf of the Ontario government, filed an application at the Ontario Labour Relations Board (OLRB) under section 36 of the Crown Employees Collective Bargaining Act (CECBA).

The application requests that the OLRB order the following:

- a) “that the Essential Services Agreement... not designate any corrections officers and youth services workers as essential workers under Section 40 of CECBA,” and
- b) “that the Essential Service Agreement...not designate any probation and parole officers and probation officers as essential workers under Section 40 of CECBA.”

This means the employer has taken the position that not a single Correctional Officer working in an adult or youth facility is essential should there be a lockout or strike. This Liberal government position is consistent with what the Mike Harris government wanted during the 2002 strike.

Similarly, the Liberal government’s position on community corrections and the Youth Justice Division is that no Probation or Probation and Parole Officers are essential should there be a lockout or strike.

At the same time, the government wants the Labour Board to order nurses in correctional institutions and youth justice facilities to be essential. That would mean nurses would have to work in facilities run by staff relations officers and superintendents’ secretaries. OPSEU doesn’t want our nurses sent into those dangerous environments.

The government has also asked the Labour Board to order that Institutional Crisis Intervention Team members be designated as emergency workers should there be a lockout or strike. They would expect our members to enter a chaotic, non-secure institution to restore order after the managers had screwed things up.

After more than eight years of being treated with no respect by the Tories it appears that this Liberal government will continue that practice. It’s shameful!

POST and CIRCULATE

What's Happening, Eh?

By Eric Morin

While stopped at a Tim Hortons on Highway 11 on my way home to North Bay after a week of bargaining in December, I was approached by a member who recognized me as a member of the Central Bargaining Team. With most members I meet lately all conversations usually include, "What's happening with bargaining?" This is a seemingly simple question, but in reality it is often difficult for a team member to answer.

After being on strike in two of the past three rounds, our members are very aware of the potential scenarios that are a part of the bargaining process and the impact that these may have on them and their families. Consequently, the need for information about the progress of bargaining is vital to our members.

Since being elected to the bargaining team, I have become more aware of how information or misinformation seriously affects the bargaining process. For strategic and tactical purposes, information must be guarded and treated with reverence. Therein lies the dilemma for bargaining team members: How do we keep the membership informed without jeopardizing gains at the bargaining table?

Since moving to a right to strike environment, OPSEU's approach to OPS bargaining has matured with every round. There is no doubt that experience is the great educator, and we have been attentive students. Although I believe strongly that the administration of our union should be open and transparent, when it comes to collective bargaining, this principle can be detrimental to the process. Members must be informed, but that flow of information should only occur when it is prudent or if it provides us with some tactical advantage at the table.

The early stages of bargaining are not fast paced processes. Every word and comma is

scrutinized. It is very much like a chess match with one side making a move and waiting for the other to respond. But unlike chess, there is no game clock to force an opponent to make a move. The only way we have to speed up the process is to pressure the employer with workplace displays of solidarity, political action and the threat of a job action. All of these can only be achieved through the participation of all the members while trusting that your bargaining team is maximizing the benefits of these actions at the table. In short, we all have a vital role to play.

There is no easy answer to the "what's happening" question. I hope members understand that there are many factors that control the flow of information, as often in bargaining no information is better than bad or damaging information. Eventually, every member will get the facts they need to make important decisions about their collective agreement. Please know that your bargaining team will endeavor to provide you with as much information as possible in a timely manner. However, when it comes to information on bargaining, it is very much like a rush hour drive on the 401. We don't know what lies ahead; the drive is long, slow, and sometimes stop and go, but eventually we do reach our destination.

Employer Refuses To Discuss Issues

Your teams have been prepared to table an issues bargaining position since last fall. The employer has refused, on three separate occasions, to meet the teams at the table with their opening position. Your teams will not bargain with themselves, and refuse to table our opening positions until we can be assured we will get an appropriate response

More sunshine!

The Sunshine List is the list of public service managers who earn over \$100,000 per year. Here are the names for Week 2:

Name	Ministry	Current Position	(Strike Year)	(Non-Strike Year)
			2002 Salary	2003 Salary
William Ingratta	Ministry of Agriculture and Food	Director, Crop Technology Branch	\$202,011	\$109,202
John Roote	Ministry of Consumer and Business Services	ADM, Registration Division	\$247,440	\$112,895
David Barker	Ministry of Health and Long Term Care	Hospital Administrator	\$224,884	\$112,785
Louis Dipalma	Ministry of Tourism and Recreation	Director, Special Projects/Manager Recreation	\$209,479	\$110,021
Patti Redmond	Ministry of Training, Colleges and Universities	Director, Workplace Preparation	\$204,527	\$112,785

In Corrections:

Name	Current Position	(Strike Year)	(Non-Strike Year)
		2002 Salary	2003 Salary
John Rabeau	Deputy Minister	\$257,150	\$196,203
Loretta Eley	Director, YJS Integration	\$229,668	\$111,379
Midge Ravensdale	Regional Director	\$231,325	\$111,379
Wesley Bell	Regional Director, YJS	\$198,858	\$113,061
Kevin Cowie	Superintendent, Central East Correctional Centre	\$236,618	\$111,359

This week's team member profiles

Paul Myers

Paul is the Region 5 representative on the Central Bargaining Team. Originally from Nova Scotia, Paul currently lives in Scarborough with his wife and two daughters. Paul joined the government in 1995 as an unclassified employee and was converted to full time four years later.

Paul is employed as a Client Services Representative in the Superior Court in Toronto. Paul is secretary of Local 526, a member of the Attorney General's MERC team and a member of the Greater Toronto Area Council. This is Paul's first time on the bargaining team and he is looking forward to negotiating a contract OPSEU members can be proud of.



Jack Hopkins

Jack Hopkins started his career in the Ministry of Corrections in 1983 at the Niagara Detention Centre. Jack was elected as a steward in 1984 and has been active in the union ever since. In 1986, Jack transferred to Bluewater Youth Centre (Local 122). He has held most of the local executive positions there and is currently 1st Vice-President.

Jack was elected as an alternate from Region 1 and moved up to the Corrections Bargaining Team when Brian Chauvin was elected to represent Corrections at the central table. Jack was a member of the 2001/02 Corrections Bargaining Team.

“I have confidence in the membership from my region and have been encouraged by their support for the team,” Jack says. “The Corrections division has a well educated membership and that is an asset at the bargaining table.”



Will your community be safe?

The Liberal government has taken the position that in the event of a strike or lockout, Probation Officers & Probation/Parole officers across the province are to be deemed non-essential. The employer has filed an application to the Labour Board indicating their stance. There are 1,188 such officers in the province working in 195 offices, along with all of the support staff who the Liberals say are non-essential.

Management indicates that they are going to close all but 26 offices. They plan to supervise “some offenders” using untrained managers, excluded staff and others who are yet to be identified.

Is an accounting manager from the Ministry of Finance qualified to monitor a sexual predator in the community? How safe will the public and the community be?

Probation and Probation/Parole Officers undergo extensive training, including legal and social work training in order to perform their jobs effectively. They must possess a university degree and successfully pass ministry exams in order to be qualified to work with offenders and young persons. Their experience and professionalism obviously means nothing to this employer as these officers are deemed to be non-essential. More importantly, the employer doesn't apparently care about the community or the safety of the public.

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

centralubu@bellnet.ca

unclassified@bellnet.ca

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

corrections@bellnet.ca

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.