

Union Proposals for Renewal of the Collective Agreement

On Jan. 19, 2005, the OPSEU Central and Unified Teams tabled proposals for the new OPS agreement. Here is a summary of what we put forward:

Central Issues:

- a) **Benefits:** It's time for benefit improvements. That means payment for the Ontario Health Premium; remove deductibles for drugs and dental; and, provide a drug card. It's time to get into the new millennium with our benefits package. We have fallen behind in paramedical coverage, vision/dental care and hospital care coverage. We will table more specific language.
- b) **Pension:** We want a continuation of the Factor 80 and other pension plan improvements.
- c) **Job Security:** In the new "transformation" and "horizontal" world of the OPS, services and ministries are being merged. Since June, the government has announced over 6,000 jobs cut in the OPS. The new government "Modernization Squad" made-up of a small group of MPPs has the authority to delete ministries and services. Once the government has explained their plans to "modernize" and "transform", we will table specific employment stability

language. This is our work and we want a prohibition on divestment, privatization, and any transfers-out or contracting-out. Through a law change we lost successor rights (the ability to follow our work) with our salary and benefits in hand. We'd like the law changed.

- d) **Family Issues:** It's too hard to get agreements for Compressed Work Week Agreements...we need contract language which makes this easier. The law was changed three years ago to give ten days a year for emergency family leave, so we'd like this leave put into our collective agreement. The issues in this section are all about being able to have a better balance between work and family life.
- e) **Unclassified Issues:** Conversion language needs to be at 12 months with fewer loopholes in it. Unclassified staff need seniority rights and generally better entitlements (e.g. bereavement leave, health and safety), and a better percentage in lieu of benefits.

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POST and CIRCULATE

Seasonal employees should be able to apply for work outside their regular season. Students who work for the government and do jobs similar to ours should get more than the minimum wage.

f) Pay Equity and Classification System

Issues: Our pay equity plan is more than a decade old and needs to be reviewed. The existing job evaluation system must be replaced with one that doesn't reflect typewriters and carbon paper - things have changed. Our pay and compensation system needs to reflect this. The backlog of classification grievances must be addressed.

g) Vacation and Religious Observances:

Improved vacations entitlements - an increase every eight years is not enough. Let's incorporate grievance awards and Supreme Court decisions around religious observances into our collective agreement.

h) Health and Safety: Each ministry has a different rule about paying for safety shoes and personal protective equipment...let's standardize it!

i) Work Jurisdiction/Bargaining Unit

Integrity: Eliminate all use of consultants, temporary help agencies and alternate service delivery. Put the Order in Council describing our work into the collective agreements, so our work won't be given away to someone else.

j) Career Advancement: Jobs should be posted first inside the OPS for developmental opportunities. We will table more about this once the government tells us how they will respond to the Auditor's Report which says: "not enough training and development in the OPS."

Other issues involve incorporating a kilometric formula in the collective agreement, so we don't have to change it every time the price of gas increases. We need more time as union leaders/activists to enforce our rights and the rules in the collective agreement. It takes time to prepare and represent our members in the best possible way. We'd like to delete the Appendix of our collective agreement dealing with "pay for performance."

Unified/Category Issues: A general wage increase must make up for the losses to inflation. We're not pretending we're doctors who turned down 18.6 per cent, but it has to reflect other settlement trends and value our work. Any wage increases must be applied to our members currently on Long Term Disability. The "max merit" three per cent money must become a new step on the pay grid. All employees need to automatically progress on all steps. Eliminate "Schedule 6" and provide more flexible work arrangements like Compressed Work Weeks. Increase and standardize meal allowances. The Provincial Auditor commented on our large workload and we've asked the employer to respond to this. We'll respond once they've given us their answers. We have 69 "Special Cases" to table with the employer. These are individual classifications that have been able to document just how much they've fallen behind in wages for other people who do the same or similar work. We no longer have "Schedule 5" employees, so we would like this Appendix deleted.

Our proposals taken together present a complete and realistic view for renewing our public service. Premier McGuinty: Stop the Cuts - Renew Our Public Services!

Employer demands “Wage Freeze” for Corrections

On Feb. 7, 2005, we are scheduled to be in front of the Chair of the Labour Board to argue the zero essential services option. We are challenging the employer on this issue because:

- a) We are not prepared to let the employer unilaterally change essential services numbers;
- b) We are not going to let the employer act in bad faith with respect to any negotiations of any kind;
- c) We are not going to let the employer devalue the work we perform by allowing them to use unqualified, untrained replacement workers to do our work in the event of a strike or lockout;
- d) We are not prepared to let our nurses work in a dangerous environment in facilities operated by managers and management scabs;
- e) We are not prepared to let our Correctional Officer ICIT members go into dangerous, uncontrolled institutions in order to rescue managers and scab managers;
- f) We are not prepared to put the public in danger by allowing the employer to implement this ridiculous, hair-brained zero option plan.

The employer’s position is that supervising and maintaining custody of murderers in jails is not essential, but monitoring and caring for plants and invertebrates is essential.

The employer’s position is that Probation and Parole Officers supervising child molesters who have given candy to kids in school yards is not essential or an emergency, yet supervising the takedown of the “Candy Unwrapped Exhibition” at the Ontario Science Centre requires emergency workers under essential services.

Corrections Team tables demands

The Corrections Team recently exchanged opening positions with the employer regarding issues bargaining. The employer’s initial bargaining proposal for the Correctional Bargaining Unit consists of one sentence – which is quite extensive – containing four commas and one semi-colon. Here is what it states:

“The employer does not intend to propose any changes to the Correctional Bargaining Unit Collective Agreement dated Sept. 13, 2002; however, the Employer reserves its right to respond, in the form of counter proposals, to any and all of the proposals submitted by OPSEU.”

The employer was asked if this proposal meant that the salary increases contained in COR 16.1 would be re-implemented under their proposal. Their response was that this was not the case and the employer has no wage offer for the Corrections Bargaining Unit – this translates to zero per cent in 2005, zero per cent in 2006, zero per cent in 2007 and, of course, zero per cent in 2008 if there should be a four year contract.

The following are some of the proposals that we have put forward:

- a) We have asked for wage recovery/service pay. We understand our OPSEU local at Central North Correctional Centre has asked for five per cent for each of the next three years.

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- b) We have asked for a Letter of Understanding that Central North Correctional Centre employees shall be moved into the Ontario Public Service as per statements made by Premier McGuinty.
- c) We have asked for an increase in Probation Officers Allowance from five days to 10 days.
- d) We have asked for Appendix 24 (unclassified seniority) rights to Youth Justice Facilities, Oakridge, probation offices and probation and parole offices.
- e) We have asked for the employer to pay for professional fees such as those of the Attendants at Oakridge. We have also asked for nurses and practical nurses that are working in correctional facilities to be moved into the Corrections Category.
- f) We have asked for pension improvements.
- g) We have asked for the employer to pay for liability insurance for our members. Many members face lawsuits initiated by clients or inmates. We need this protection. We have asked for a “Justice Clause”, which would give salary continuance for dismissed employees who grieve their unjust dismissal. Our proposal would require the employer to continue paying the regular salary of the employee until a Grievance Settlement Board decision is issued.
- h) We have asked for vacation improvements.
- i) We have asked for a “Work of the Bargaining Unit Clause,” that is, “work currently performed by members of the Corrections Bargaining Unit will not be performed by persons who are not members of the Corrections Bargaining Unit.”
- j) We have asked for improvements to paid Union Leave.

Manager tells probation staff that McGuinty message is “unprofessional”

Workers at the Durham East Probation Office were called into the manager’s office on Jan. 25, 2005. They were told by the area manager, Doug Brown, that they were not professional as they were wearing black T-shirts that had a quote from Premier McGuinty message on them. Although there is no official dress code policy, they were advised that their cooperation would be expected in not wearing the T-shirts.

When asked what would happen if they chose to continue to wear these or any T-shirts, they were told that he was not at liberty to discuss what would happen to them!

Staff were also advised that no other offices were wearing T-shirts (not true) and that the Durham staff were just causing trouble.

How can a message from the Premier be unprofessional in a public service worksite? T-shirts are deemed to be unprofessional by Doug Brown. Perhaps he can purchase attire for all of us with the money he made during the last strike. Check out the Sunshine Club in this edition!

The Sunshine Club – third edition

The Sunshine Club is the list of public service managers who earn over \$100,000 per year. Here are the names for our third edition:

Name	Ministry	Current Position	(Strike Year)	(Non-Strike Year)
			2002 Salary	2003 Salary
Margaret Fothergill-Marcellus	Ministry of Health & Long-Term Care	Program Manager	\$277,846	\$183,336
Ian Smith	Ministry of Municipal Affairs & Housing	Regional Director, MSO Northwest	\$199,930	\$112,578
David Mackey	Ministry of Health & Long-Term Care	Lead Negotiator/ Divisional Manager	\$202,051	\$112,785
David Horie	Management Board Secretariat	Director, Justice Audit Cluster	\$199,256	\$108,056
Malcolm Smeaton	Management Board Secretariat	Director, Emergency Management, Security Contingency	\$200,097	\$126,593

In Corrections:

Name	Current Position	(Strike Year)	(Non-Strike Year)
		2002 Salary	2003 Salary
Charmain Cybulski	Manager, Electronic Surveillance Program	\$196,685	\$103,649
Michael Haydar	Operational Manager, Maplehurst Complex	\$180,329	Under 100k
Doug Brown	Area Manager, Durham East Probation and Parole	\$120,374	Under 100k
Kathy Kinger	Superintendent, Kenora Jail	\$149,564	Under 100k
Michael Wasylyk	Superintendent, Windsor Jail	\$171,220	Under 100k

This week's team member profiles

Linda Thibert

Linda is the Region 1 Representative on the Central Bargaining Team. She works as a Transportation Enforcement Officer and began her career as a part-time unclassified worker 29 years ago.

Linda is the president of Local 107 and has twice “walked the line” with her husband, who is also an OPS member. She is a dedicated mother of four and has four beautiful grandchildren.

“I feel privileged to have the opportunity to use my skills and experience to support this round of collective bargaining,” says Linda.



Joe Wright

Joe began his career as a Correctional Officer at the Sault Ste. Marie Jail in 1987. He has been an activist in his local from Day 1 and has held every executive position in the local. Joe was president of Local 608 until his facility closed in 2003 and became the first president of Local 678 – Algoma Treatment and Remand Centre.

Joe is Chair of the Sault Ste. Marie Area Council and is heavily involved in the community as a fundraiser for different charities. He enjoys scuba diving, golf and has a passion for event organizing.

“I ran for bargaining to learn what it’s all about and to bring a northern voice to the team,” says Joe.



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

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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

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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.