



# The Source

The factual report from the OPS Bargaining Teams

Issue 12

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## Are we really bargaining for what is essential?

by Eric Morin, Vice-Chair, Central/Unified Bargaining Team

If the employer's tactics during the essential and emergency service (EES) negotiations are any indication of things to come, then we should expect an extended round of bargaining. While the employer reps state that they desire a quick end to essential service bargaining so that we can move on to issues, their behavior at the table has been inconsistent.

The employer insists on significant changes to specific EES agreements, even though these agreements have been tested and developed in at least three previous rounds of bargaining. These changes, proposed by the employer, not only include significant increases in the number of essential and emergency workers, but also call for the deletion of much of the language that has been negotiated or litigated in previous rounds. This language includes definitions of essential work, the triggers for emergency workers and other important issues such as on-call or stand-by pay.

One can only guess at what is driving the Liberals' obsession to re-invent the proverbial essential services wheel. Their actions are more about limiting our right to strike than to provide essential services as directed in the *Crown Employees Collective Bargaining Act* (CECBA).

The employer seems intent on prolonging the EES negotiations in an effort to drag out the bargaining process. They insist on re-

negotiating or re-litigating issues that had been litigated, in some cases, three times previously. Previous rulings have clearly stated that only essential aspects of our work need be performed during a work stoppage. However, the employer continues, within some services, to argue the whole job should be essential. They consistently refuse to negotiate and move from their inflated opening position. They are reluctant to make consistent use of all five mediator/arbitrators agreed upon by both parties at the onset of EES negotiations to break impasse and expedite the process. The employer has even introduced services never previously negotiated or used in previous rounds.

There is any number of reasons why the employer is working to delay the progress of bargaining. They could be thinking that by dragging out the EES negotiations, union members' commitment to the bargaining process will wane. They may believe there is some strategic advantage to extending bargaining into the summer. However, the most likely reason for these delays is that the McGuinty Liberals are at a loss as to how to deal with the growing number of public sector bargaining units who are now negotiating new collective agreements.

Doctors, nurses, health care professionals, teachers, community college faculties and support staff are also directly or indirectly involved in negotiations with the provincial government. The province is not even close to

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reaching a deal with any of these groups. The McGuinty government appears to be overwhelmed by the number of public sector negotiations taking place at this time. They clearly have no plan for the future direction or improvement to Ontario's public service. Although McGuinty stated on election night in October of 2003 he valued our work, he is resistant to actually negotiating the exact value of that work at the bargaining table. He also said he looked forward to working with us to improve public services, yet he has not demonstrated any willingness to have meaningful discussions with his employees during the collective bargaining process. Instead we continue to experience the same old tired Tory bargaining tactics of delay and misdirection.

There are far more important things to bargain than the level of essential and emergency

services during a strike or lockout. We should be discussing the important role the Ontario Public Service plays in the lives of its citizens every day. We should be talking about how we can rebuild public services to ensure the safety, security, health and prosperity for all the people of this province. Instead, we fritter away valuable time negotiating EES agreements that may never be used.

The employer should be negotiating for a rebuilt and renewed public service that will benefit all Ontario for decades to come, rather than what is essential in the event of a labour disruption. What is really essential is a public service that has the full confidence and meets the needs of all the people of Ontario. This is achievable if only the employer follows its own advice and works with us to improve public services, because in the end, that is the work that is truly essential.

## Is the government planning to lock us out?

*by Barry Scanlon, Chair, Corrections Bargaining Team*

While Liberal government Cabinet Ministers and MPPs publicly say they want to negotiate a good contract with us, the bureaucrats appear to be going in the opposite direction.

So far, the government gnomes on the other side of the negotiating table have refused to negotiate any issues until the essential services agreements are complete. The union has insisted that both sets of negotiations can take place at the same time. Why would the government not want to negotiate a collective agreement, which would in fact make the need for essential services agreements unnecessary?

The answer to this question appears to be displayed in government action. Across the province, managers are asking our members when we are going on strike. Employer

preparations for a "strike" (read: lockout) are taking place in all ministries. Management vacations are being put on hold "in case there's a strike". Managers are already threatening employees over providing essential services. Managers are negotiating enhanced compensation for themselves for strike/lockout periods. It is sad that the government is spending time negotiating with managers on compensation during a strike while refusing to negotiate with the union to avoid a strike/lockout.

Ultimately, the government (or at least the bureaucrats) seems bent on a lockout. It will be up to us over the next while to force them to the bargaining table so we can negotiate a collective agreement. Your bargaining teams will let you know shortly what we need done to put the necessary pressure on the employer to make that happen.

# The Sunshine Club – seventh edition

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

Name	Ministry	Current Position	(Strike Year)	(Non-Strike Year)
			2002 Salary	2003 Salary
<b>Doug Swaengen</b>	Ministry of Labour	District Manager, Thunder Bay	<b>\$117,230</b>	<b>Under 100k</b>
<b>Warren Blackmore</b>	Ministry of Transportation	Manager, Drivers & Vehicles, South West Region.	<b>\$105,441</b>	<b>Under 100k</b>
<b>Leo Butko</b>	Ministry of Environment	Program Manager	<b>\$158,348</b>	<b>Under 100k</b>
<b>Ron Balcom</b>	Ministry of Finance	Project Manager, Enterprise Business Solutions Branch	<b>\$131,757</b>	<b>Under 100k</b>
<b>Gail Beggs</b>	Ministry of Natural Resources	Deputy Minister	<b>\$144,562</b>	<b>Under 100k</b>

## *In Corrections:*

Name	Current Position	(Strike Year)	(Non-Strike Year)
		2002 Salary	2003 Salary
<b>Peter Northcott</b>	Superintendent, Mimico Correctional Centre	<b>\$154,203</b>	<b>Under 100k</b>
<b>Ann White</b>	Operational Manager, Central East Correctional Centre	<b>\$143,712</b>	<b>Under 100k</b>
<b>Cathy Gillis</b>	Superintendent, Quinte Detention Centre	<b>\$167,519</b>	<b>Under 100k</b>
<b>Claude Legault</b>	Area Manager, Ottawa Centre Probation and Parole	<b>\$107,785</b>	<b>Under 100k</b>
<b>John Hosegrove</b>	Operational Manager, Maplehurst Correctional Complex	<b>\$122,906</b>	<b>Under 100k</b>

# Meet the staff at the OPS Bargaining Centre



**Brian Gould**  
Senior Negotiator



**Terry Baxter**  
OPS Sector Supervisor and  
Chief Negotiator



**Gus Collins**  
Negotiator - Corrections Team



**Judith Marion**  
Job Security Officer



**Joyce Hansen**  
Research Officer



**Marissa Stagliano**  
Support Staff



**Steven George**  
Job Security Officer



**Pat Schillemore**  
Job Security Officer

## E-mail Alert

As stated in the Feb. 11, 2005 issue of *The Source*: do not use government e-mail! Your bargaining teams welcome your e-mails but we will not respond to government e-mail addresses, as we do not want the employer to give you a hard time.

Despite our earlier reminder, e-mails continue to come from government addresses. If you know of any one using government e-mail, please caution them to stop! If you want a response, please use your home e-mail to send your communication.

## MBS confirms the obvious

After months of discussion with Bill Cooney, Eastern Regional Director for the Ministry of Community Safety and Correctional Services, Management Board Secretariat has confirmed the obvious regarding access to the OPSEU website.

Despite Cooney's previous stance, Ontario Public Service members in Eastern Region now have the same right as every other member in Ontario: the ability to access the OPSEU website in the workplace during scheduled breaks and lunch hours. Be certain to keep track of OPSEU news by regularly visiting the website at [www.opseu.org](http://www.opseu.org).

## 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

[corrections@bellnet.ca](mailto: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.