



The Source

The factual report from the OPS Bargaining Teams

Issue 15

March 18, 2005

Government still stuck on zero option

On March 3, 2003 the employer team for Corrections tabled a document that casts serious doubt on their intention to negotiate in good faith Corrections' Essential Services Agreements (ESAs).

The government proposes in this document that, despite the site/occupation-specific agreements agreed upon, "It is understood that no bargaining unit member will be required to perform essential service work in the Ministry of Community Safety and Correctional Services in the event of a strike or lockout. This includes, but is not limited to: Correctional Officers, Probation Officers, Probation and Parole Officers, Provincial Bailiffs, Recreation Officers, Cooks and Industrial Officers".

The employer had intended to table this document with us after completing the Corrections Master Agreement, Probation Agreement, Probation and Parole Agreement and all the site agreements. We have been negotiating these ESA agreements for nearly six months and anticipate completing the process within the next week. If we were to agree with this proposal, it would make the past six months a complete waste of time and money.

Our government contacts have told us that the government intends to try to implement the zero option in other ministries as well. The union has no intention of agreeing to the employer's position, and if they haven't figured this out yet, maybe they should read *The Source*.

Light at the end of the tunnel

We expect that essential services bargaining will be completed by next week. The only outstanding essential service matters are those that are currently before the Ontario Labour Relations Board. These formal hearings will not delay issues bargaining from going forward.

We have met the employer four times to discuss the issues. Meetings are set to resume next week following completion of essential services bargaining.

POST and CIRCULATE

Joint committee meets on Appendix 25

A joint committee was formed in May of 2004 to administer a pilot project on Appendix 25 of the OPS collective agreement (conversion of part-time unclassified employees). The objective of the committee is to develop a staffing model for unclassified court workers. This model would allow for regularized pay and a pro-rated benefits package similar to the benefits received by classified regular part-time employees.

On March 15, Julie Weber, Ministry of the Attorney General OPSEU MERC Co-Chair, OPSEU Job Security Officer Allison Kabayama and Central/Unified Team unclassified

representative Moira Cowan met with the employer. They discussed the evaluation reports from the two test courthouse sites, College Park and Newmarket. The evaluation period ran from Sept. 2004 to Dec. 2004.

The employer supports fully implementing this program once some specific details have been addressed. One issue is the development and testing of a software program that can properly track an employee's hours worked, overtime, sick time and that can interact with the current WIN system. There is no set date for the project to start, and the Central Team will continue negotiations on Appendix 25.

The 'Black and Blue' campaign stirs controversy

The employer is not thrilled by the display of union communications in the workplace.

Region 3 reports that managers are instructing members not to wear union buttons or display the "No More Cuts" posters in the workplace. At the Ministry of Finance in Oshawa, the local president has been cautioned about participating in such activities. Although there are other flyers and notices posted in the workplace, this harassment continues. We may explore our options under Article 3 (No Discrimination).

A manager in Barrie had the nerve to tell employees that they cannot wear black on

Tuesday in support of the bargaining team. This, despite the fact there is no dress code in the workplace, other than where uniforms are required.

The bargaining teams are energized and excited by the show of support. Continue to give your managers something to talk about. Post the "No More Cuts" poster in your cubicle, wear your buttons and wear your colours (black on Tuesday and blue on Thursday).

Spotlight on your work

Environmental Officer

Environmental Officers (EOs) provide services to the citizens of Ontario by policing industrial/commercial, municipal and private facilities that depend on the use of natural water resources or that have to discharge pollutants into the air, water or land. EOs ensure that the owners conduct their activities in an environmentally acceptable manner.

EOs provide proactive advice when reviewing applications for approval. Once those approvals are in place, EOs will police them to ensure that they are in compliance with the conditions of approvals and/or the seven Acts and 100+ associated regulations. Some of those include inspection of water treatment plants (so safe drinking water is delivered to the users) and inspections of water pollution control plants so the discharge does not pollute.

A lot of EO work deals with spills and environmental violations. In these cases, EOs will either implement voluntary directions to cease the violation or issue and police mandatory enforcement orders. EOs play a key role in collecting appropriate information and evidence that will assist in future investigations and enforcement actions.

Your service to the public is appreciated by the bargaining team and we are working diligently towards a good collective agreement.

Verification Officer- Office Administration 9 Ministry of Finance

These members are responsible for approving payments of the Ontario Child Care Supplement (OCCS) for Working Families, which is administered by the Ministry of Finance. OCCS is a tax-free monthly payment that helps parents with the costs of raising children under the age of seven. The program benefits low-to-middle income single or two-parent families, families with one stay-at-home parent, or families with one or both parents studying or in training. Verification Officers resolve discrepancies and contact recipients in order to ensure payments can be made in a timely manner for approximately 100,000 families.

Your bargaining team is working towards a collective agreement that treats you with respect.

The Sunshine Club – tenth edition

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

Name	Ministry	Current Position	(Strike Year)	(Non-Strike Year)
			2002 Salary	2003 Salary
Pamela Carter	Ministry of Community and Social Services	Director, Resident Services, Huronia Regional Centre	\$113,829	Under 100k
Helen Bogie	Ministry of Education	Director, Provincial Schools	\$146,075	Under 100k
Michael McKay	Ministry of Transportation	Manager, Program Standards	\$100,162	Under 100k
Marc Levine	Ministry of Community and Social Services	Special Needs Coordinator	\$153,532	Under 100k
Dianna Rosteing	Management Board Secretariat	Manager, Data Integrity	\$197,691	Under 100k

In Corrections:

Name	Current Position	(Strike Year)	(Non-Strike Year)
		2002 Salary	2003 Salary
Bruce Laughlin	Deputy Superintendent – Operations, Hamilton-Wentworth Detention Centre	\$163,882	Under 100k
Brian O'Rourke	Provincial Coordinator, Offender Transfer Operations	\$170,930	Under 100k
Susan Pye	Superintendent, Bluewater Youth Centre	\$156,127	Under 100k
Nancy Wills	Area Manager, Probation and Parole, Kingston	\$107,645	Under 100k
Sandra Bell-Murray	Manager, Children and Youth Services, North Bay	\$155,313	Under 100k

'American Sign Language' to tell McGuinty government – No More Cuts!

Five seasonal educational assistants from the Sir James Whitney School for the Deaf in Belleville (Local 456) sign – No More Cuts!

Pictured in their OPSEU blacks are, left to right, Shelley Shandraw, Rose Thomson, Marilyn Kennedy, Darlene Ripley-Kelley, and Amy Power.



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.