



The Source

The factual report from the OPS Bargaining Teams

Issue 17

April 1, 2005

Issues bargaining begins in earnest

By Marg Simmons, Chair, Central/Unified Bargaining Team

Your teams first exchanged issues proposals with the employer on Jan. 19, 2005. No exchange of issues followed because the employer took the position that they couldn't bargain issues until essential services agreements were finished. On Mar. 4, we held 34 rallies and demonstrations across Ontario to tell the employer to show up at the table on Mar. 9 and bargain issues.

Shortly after 4 p.m. on Mar. 8, the employer telephoned to say they would show up the next morning at 10 a.m.

This week, we have met the government at least twice a day to discuss issues. It's still early in the process, so it's like playing twenty questions in order to understand each others' positions. This process will speed up as bargaining progresses.

Stay tuned to "*The Source*".

Correctional workers deserve fair treatment

When a clerk working at an OPP detachment is charged with (but found not guilty of) a criminal offence because of acts done in good faith in the performance of his or her duties, that employee is, "indemnified for the necessary and reasonable legal costs incurred in the defense of those charges." That means they are protected and reimbursed any expenses.

However, if you work in a correctional institution, a probation office or probation and

parole office and are in the same circumstances as the OPP clerk, it is a different story. In fact, you will likely get the same sarcastic response that two correctional workers received from an assistant regional director after their charges were withdrawn by the Crown: No way is the government covering your legal costs.

If you are an operator working at an OPP communication centre and charged with (but

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POST and CIRCULATE

Fair treatment

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found not guilty of) a provincial offence because of acts done in good faith in the performance of your duties, you are, “Indemnified for up to five-thousand (\$5,000) of the necessary and reasonable legal costs incurred in the defense of such charges.”

If you work in a correctional institution, a probation or probation and parole office and are in the same circumstances, you will receive no assistance from the government with your legal costs.

The two OPP civilian employees referred to above also receive legal assistance and representation at Special Investigation Unit investigations, civil actions for damages, public inquiries and inquests.

It’s time for the government to provide corrections with the same legal protection. We, who work on the front line, deserve nothing less.

Bargaining Glossary - Part 2

Proposals – All the suggestions from the members which form the package of demands the union gives to the employer. These proposals will be met by management counter-proposals, and revised again by the union in an effort to bargain a collective agreement acceptable to the members.

Negotiating Team – For the union, this is a group elected by the members to achieve the best possible contract. The team is responsible to the members for its actions and decisions.

Tentative Agreement – An agreement reached at the bargaining table, which both negotiating teams have agreed to recommend to their “principals”. The union team will recommend that the members vote to accept the agreement; the employer team will recommend that the top levels of management agree to the deal.

Lockout – An employer refusal to let members of the bargaining unit come in to work.

Strike – Job action by a union, which may include a slowdown, work to rule, walkout or any other collective action designed to bring pressure on the employer.

Spotlight on your work

Transportation Enforcement Officer

Transportation Enforcement Officers (TEOs) work hard every day to keep the province's roads safe for the public. There are over 250 TEOs employed in the Ontario Public Service.

Working at a truck inspection station, on patrol or doing audit functions of commercial operators, the officers enforce the laws for commercial drivers and vehicles (trucks, school buses and motor coaches).

The officers do mechanical inspections, which cover the condition of the vehicles and load safety. The officers also ensure compliance with dangerous goods legislation.

TEOs attend court and may be sent to accident scenes involving commercial vehicles. They receive intense safety instruction and wear protective body armor to protect them in any situation. TEOs also provide education to the public.

Our Transportation Enforcement Officers are very proud of the work that they do in protecting and serving the public and the bargaining team wants a collective agreement that respects the service you provide.

Income Support Specialist (Welfare Fieldworker)

There are over 550 "Income Support Specialists" employed by the Ministry of Community and Social Services.

They are responsible for determining client eligibility and ongoing entitlement to benefits. They provide information, advice, and assistance to clients, and liaise with the community on a client's behalf for the Ontario Disability Support Program. An Income Support Specialist also ensures that recipients understand their rights and responsibilities.

These workers make adjustments to entitlements as circumstances change and ensure recipients receive the benefits to which they are entitled. These hard-working public servants provide assistance to some of the most vulnerable citizens in our society.

The bargaining team appreciates your role in the public service and is working toward a collective agreement that reflects your hard work.

The Sunshine Club – 12th edition

The Sunshine Club is the list of public service managers who earn over \$100,000 per year. Here are the names for our 12th edition.

Name	Ministry	Current Position	(Strike Year)	(Non-Strike Year)
			2002 Salary	2003 Salary
Maurice Fenelon	Ministry of Development & Mines	GIC Area Manager – NW	\$157,158	Under 100k
Larry Lambert	Ministry of Transportation	Regional Director, Northwestern Region	\$148,467	Under 100k
Fred Longe	Ministry of Finance	Group Manager, Audit, RST, London	\$124,093	Under 100k
Ken Mossap	Ministry of Transportation	District Maintenance Engineer	\$135,167	Under 100k
Art Currie	Ministry of Natural Resources	District Manager, Kemptville	\$117,868	Under 100k

In Corrections:

Name	Current Position	(Strike Year)	(Non-Strike Year)
		2002 Salary	2003 Salary
Shawn Watson	Probation - Regional Manager, Children & Youth Services, Northern Region	\$167,518	Under 100k
Rose Buhagiar	Deputy Superintendent of Administration, Metropolitan Toronto East Detention Centre	\$157,564	Under 100k
Jude Lake	Inspector, Correctional Investigation and Security Unit	\$143,810	Under 100k
Johnson Parackel	Operational Manager, Thunder Bay Correctional Centre	\$136,309	Under 100k
Danuiel Nickel	Operational Manager, Bluewater Youth Centre	\$125,981	Under 100k

Phone polling now underway

OPSEU members in the OPS may get a phone call from a polling company over the next few weeks. The union has hired Viewpoints Research to survey OPSEU members to ask a series of questions related to OPS bargaining. If you (or other members in your local) are called, please take a few minutes to respond.

The poll is one of many methods the union is using to listen to members and get their input as issue bargaining moves ahead, and the information is very useful to your bargaining teams. If you have any questions about the poll, contact Don Ford at OPSEU Head Office 1-800-268-7376 ext. 7442.

Your OPSEU OPS bargaining teams

Central/Unified Team:

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Linda Thibert, OPSEU Region 1

Doug Peebles, Region 2

Kathleen Demareski, Region 3

Rhéal Delaquais, Region 4

Paul Myers, Region 5

Eric Morin (Vice-Chair), Region 6

John Watson, Region 7

Bob Houston, Administrative category

Brian Chauvin, Corrections

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Corrections Team:

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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.