



The Source

The factual report from the OPS Bargaining Teams

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Benefits and pensions: Why are we so behind?

It seems that our health care and well-being are not important to our employer. We, as public servants, continue to fall behind in the quality of benefits provided.

Why does the government continue to oppose the introduction of a drug card, yet sees no problem in implementing the Ontario Health Premium?

The current dental care benefit includes a \$100 deduction, yet does not meet the costs of today's dental care. The benefit also follows the Ontario Dental Association fee guide that lags one year behind.

AMAPCEO members have an enhanced benefit package, such as a \$2,000 per year maximum for major restorative dental work. OPSEU members have a maximum of only \$1,200 per year. OPSEU employees pay a \$3 deductible per prescription. AMAPCEO employees do not. OPSEU members also receive significantly less for paramedical and psychology services.

The employer has extended Factor 80 for all surplus employees in the Association of Management, Administrative and Professional Crown Employees of Ontario (AMAPCEO) and management until March 2006. For *surplus* OPSEU members, Factor 80 expired Dec. 31, 2004 (regular Factor 80, for those who are eligible, expired March 31, 2005). Apparently, in the eyes of the employer, we are not equal to AMAPCEO employees.

Regardless of what bargaining group you are represented by, we all have the same employer and should be treated as equals. Our health and welfare is not something that can be shortchanged. Your bargaining teams are working hard to ensure equality in this area and many others in this round of bargaining. We are fighting for fairness!

POST and CIRCULATE

No parachutes for long-term OPSEU members

The employer bargaining team has flatly rejected a request to extend the Factor 80 retirement program beyond Dec. 31, 2004 for surplus OPSEU employees. The employer has complete control over surplus, yet continues to do so while we bargain, knowing that “surplus” Factor 80 has ended. An extension of “surplus” Factor 80 would likely cost less money than the government will end up paying its high-priced Tory-friendly law firm negotiator.

The employer’s position is that they will continue to push long term employees out of

the employment airliner without an early retirement parachute. This flies in the face of its stated position that they respect long-term employees and their contributions. Throwing our members out of the plane in the middle of bargaining, and demanding that the union pay for the parachute at the bargaining table, speaks for itself.

A message to Management Board Chair Gerry Phillips: Treat your employees with respect and extend the surplus Factor 80 Program!

New dog...old tricks

Once again, the employer is up to its old tricks...with the emphasis being on the word “old.”

Several years ago, the Harris Tories changed the *Ontario Labour Relations Act* to make it mandatory for employers to post annual reminders about union decertification. The McGuinty Liberals are changing this law so these nuisance reminders won’t be in our work places, but the law hasn’t been proclaimed yet.

So what is happening? The reminders are going up in our workplaces once again. The employer did this about the same time during the last round of bargaining.

Also, be prepared: Under the *Employment Standards Act*, the government should soon post its annual notice about how many jobs they will eliminate in the OPS. This is also a legal requirement.

We continue to keep our eye on the prize: a new collective agreement. We will not let our focus get blurred by paper postings.

Spotlight on your work

Program Review Officer

(Community Development Officer 2)

Program Review Officers are a group of approximately 45 employees throughout the province. Their primary responsibility is to ensure program integrity within Municipal and First Nation Social Services and Child Care program, and the Provincial Ontario Disability and Employment Supports program.

They have a wide range of responsibilities requiring an extensive and complex knowledge. Their key responsibility is to conduct program compliance audits and operational reviews of social services and child care programs. They also review program delivery to ensure it is in compliance with legislation and guidelines. Completing the review often requires months of dedicated work. These evaluations ensure the public has a quality social services system.

In addition to reviews, Program Review Officers provide assistance to Ministry staff and those providing services in the community. They also respond to inquiries from the general public.

The bargaining team appreciates their work and is striving towards a collective agreement that respects the work they do.

Systems Officers

Systems Officers are involved in a wide range of complex Information and Information Technology (I&IT) work across the Ontario Public Service (OPS). Systems Officers provide “Help Desk” and desktop support; monitor network infrastructure (networks and servers); develop, test and maintain various applications as well as design and maintain various complex database systems.

Systems Officers develop long range plans, develop overall standards and monitoring systems; analyse client requirements and propose solutions; and recommend specific technology procurement. As well, Systems Officers prepare specifications and translates them into programs and software configurations.

Systems Officers apply specialized expertise to diagnose and solve new and non-routine problems in a specific technology. Systems Officers also develop and recommend best practises, procedures and guidelines in specific technologies, including designing and teaching ongoing training courses for I&IT.

In the OPS, approximately 2,414 OPSEU members are employed in one of seven levels of Systems Officers ranging from a Systems Officer Junior to a Systems Officer 6.

The bargaining team appreciates their valuable work!

The Sunshine Club – 13th edition

The Sunshine Club is the list of public service managers who earn over \$100,000 per year. Here are the names for our 13th edition.

Name	Ministry	Current Position	(Strike Year)	(Non-Strike Year)
			2002 Salary	2003 Salary
Peter Meerveld	Ministry of Agriculture and Food	Director, Nutrient Management Branch	\$152,029	\$ 111,379
George Varney	Ministry of Health & Long-Term Care	Program Co-ordinator	\$138,603	Under 100k
Catherine Shaw	Ministry of Transportation	Manager, Business Services Office	\$127,215	Under 100k
Gary Martin	Ministry of Environment	Manager, Technical Support	\$123,904	Under 100k
Rene Laframboise	Ministry of Labour	District Manager, Brant	\$120,713	Under 100k

In Corrections:

Name	Current Position	(Strike Year)	(Non-Strike Year)
		2002 Salary	2003 Salary
Barry Sullivan	Superintendent, Cecil Facer Youth Centre	\$175,436	Under 100k
Kristin Henrikson	Manager, Probation Accommodation	\$155,155	Under 100k
Mark Drakos	Operational Manager, Elgin-Middlesex Detention Centre	\$143,896	Under 100k
David Sheen	Probation Supervisor, Mississauga	\$129,490	Under 100k
Carol Zroback	Office Manager, Kenora Jail	\$108,540	Under 100k

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

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Corrections Team:

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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.