



The Source

The factual report from the OPS Bargaining Teams

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The wage question

According to our calculations, we have lost seven per cent in buying power in the last 11 years. This takes into account our current wages, what our wages were in 1994 and increases in the cost of living since then. In our benefits package, we now have the hated \$100 up-front dental deductible, prescription drug deductibles and the new OHIP tax.

Our wage proposal to the employer would allow us to recover from the last ten years of

backsliding. We also propose to attack those deductibles, and recover the money that we are out of pocket on the OHIP tax.

Doctors did well at six per cent annually, and Toronto Transit Commission employees are voting on three per cent per year for a three year deal. Wages are an important part of our collective agreement. We need to recover what we have lost and truly begin the task of rebuilding public services.

It's time to fix the classification grievance process

Let's say you are a support staff working at Conestoga College in Kitchener, and you perform the same work as another employee at the college. However, you are classified at a lower level. You grieve your classification. A single arbitrator or arbitration board then has the authority to decide the merits of your grievance and can order you to be reclassified. The college is bound by the decision.

Let's say you are a support staff working at Old City Hall courthouse in Toronto who performs the same work as another employee at the courthouse. However, you are classified at a lower level. You grieve your classification. Your grievance is added to a pile of 14,000

members' grievances and special cases that are in line ahead of you. No arbitrator or arbitration board is authorized to hear your grievance. It is almost certain that your grievance will never be resolved.

Most of the 14,000 members who claim they are wrongly classified have class standards which are years, if not decades, old. Often job specifications for their positions are hopelessly out of date as well. Many of these members deserve to be reclassified. It's been more than ten years since OPS classification grievances have been decided by an arbitrator. We deserve the same process that is in place in the colleges. It's time!

POST and CIRCULATE

Provincial Auditors Report

by Bob Houston, Central/Unified Bargaining Team, Administrative Category

Your bargaining team has been using as much research and background information as it can to support your demands at the table. One such document is the Provincial Auditors Report.

On a regular basis the Provincial Auditor releases a report on the way the government operates; it's an accountability thing. I was of the opinion that the report dealt with the way the government spends taxpayer dollars; however, it covers more than just that. The latest report also deals with Human Resource (staffing) issues.

The report was not very complementary with respect to the way that Management Board (through the Centre for Leadership & Human Resources Management) deals with its staff. Several areas were highlighted including the

overuse of unclassified staff, classification system, the lack of dollars spent on training, and the inability of the government to attract new employees or retain current employees. This information was gained from survey results of Ontario Public Service employees. The bargaining team has recognized several of your demands within that report and is currently discussing those issues with the employer (by the way, the employer has admitted to the auditor in a very limited way that it recognizes that some problems do exist). Your continued support of the team is much appreciated.

For a full copy of the report visit the Internet site at:
www.auditor.on.ca/english/reports/reports_frame.htm.

Scroll down the page, click on 2004 report then click on Human Resource Renewal.

Trust

The members of Local 638 have sent a large poster to the team that says they:

Truly

Respect

Understands

Support

Thank Our Bargaining Team

When the bargaining team receives support like this, we know that we are doing the right things for the members. Support and trust for the team are interchangeable. The team has only one goal: To get the best possible contract for the members.

There are strategies for getting the best contract possible and, for obvious reasons, we can't

publish that information. To do so would be to show our hand to the employer and that would hinder us in getting the best possible deal.

You elected the team. You have elected the members that you thought were the right people for the job. It is not a leap of faith to continue to believe in the team. In the near future you may be asked for a strike vote. This is to show the employer that we are ready to do whatever it takes to back our demands. The team will make a recommendation to the members based on whether it is the best possible deal. You are in control and you make the decision. You will be advised by the team what our belief is.

Trust will guide you.

Spotlight on your work

Lab Technician/Scientist

Ministry of the Environment

To complete many of their duties, Environment Officers rely on the expertise of many other professionals. For example, when water samples are collected, officers count on the expertise of lab technicians and scientists to have the samples processed and analysed.

Prior to 1996, the Ministry of Environment (MOE) had one central lab in Toronto and three regional labs in Thunder Bay, London and Kingston. In 1997 all regional labs were closed down. The impact of the lab closures was revealed during the aftermath of the Walkerton incident. In response to the Walkerton Inquiry, the Harris Tories introduced more legislation instead of restoring laboratory services to pre-1996 levels. With only one central MOE laboratory, all samples collected by ministry field staff from across the province are funneled to this location. As well, MOE laboratory scientists use their extensive expertise to provide services to health units and police services who are not able to provide such services.

The next time you drink a glass of water remember: Scientists and lab technicians play a key role in the safety of that precious resource, as well as many other things that we all rely on.

Administrative Support Staff (OAG 8)

Ministry of Children and Youth Services

Support staff at the Ministry of Children and Youth Services, Youth Justice Branch, are responsible for a wide variety of tasks that support probation service delivery for young offenders aged 12-18. There are approximately 90 members who support youth probation services as well as 100+ support staff in the adult system.

Their duties include data entry into the young offender data base (YOTIS) and generating reports for police and general supervision purposes. Staff finalize a host of reports and correspondence such as pre-sentence reports and crown briefing packages. One of the most responsible functions support staff do is sentence calculation for youths who receive custody dispositions. With the changes in legislation from the Young Offenders Act (YOA) to the Youth Criminal Justice Act (YCJA), sentence calculation has become very complex.

These clerks are very much like office managers in that they ensure the smooth operation of all administrative tasks and other duties too numerous to list. The bargaining team is working hard to ensure they are properly compensated for the work that they perform.

The Sunshine Club – 14th edition

The Sunshine Club is the list of public service managers who earn over \$100,000 per year. Here are the names for our 14th edition.

Name	Ministry	Current Position	(Strike Year)	(Non-Strike Year)
			2002 Salary	2003 Salary
Sharon Zwicker	Ministry of Health & Long-Term Care	Chief, Tertiary Care - Penetanguishene	\$170,241	Under 100k
Sophie Dennis	Ministry of Labour	Director, Western Region	\$155,945	\$ 112,785
Douglas Westlake	Ministry of Attorney General	Manager, Court Operations, Toronto	\$114,769	Under 100k
Rob Kennedy	Ministry of Natural Resources	Manager, Corporate Advisory Services, Peterborough	\$112,021	Under 100k
Donald Andrijew	Ministry of Environment	Supervisor, Assistant Director's Office	\$111,129	Under 100k

In Corrections:

Name	Current Position	(Strike Year)	(Non-Strike Year)
		2002 Salary	2003 Salary
Frank Srokosz	Operational Manager, Chatham Jail	\$156,814	Under 100k
Kenneth Storey	Operational Manager, Central East Correctional Centre	\$150,199	Under 100k
Mark Keating	Operational Manager, Windsor Jail	\$135,601	Under 100k
Kelly Jolicoeur	Operational Manager, Fort Frances Jail	\$132,187	Under 100k
Robert Galbraith	Area Manager, Probation and Parole, Mississauga	\$123,298	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

Moira Cowan, Unclassified members

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Corrections Team:

Jack Hopkins, OPSEU Region 1

Barry Scanlon (Chair), Region 2

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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.