

Conciliation continues...

Employer's response still: NO!

This week has proven to an exercise in patience and tolerance for the Central Bargaining Team. While the team has diligently presented your bargaining issues, the employer has not changed their position on any issue. The conciliation process has not changed the employer's view. They still continue to refuse to move on your issues. On each and every issue presented this week, the employer's response has been "no" or no response at all.

The employer still maintains their original position that any improvements for the members come with a price: a "cost neutral" price. This means that to make any gains, members have to take a cut in what we currently have. This is not right. We deserve the

improvements we asked for. There should be no conditions attached.

This is your next collective agreement. These are your issues brought forth during demand setting. These issues are important and they deserve more than just "no". The employer doesn't feel the same, and that is a shame. Your bargaining team will continue to do whatever it takes during the conciliation process to make this employer recognize the importance of these issues and get a contract that we can all be proud of. It is time the employer expanded their vocabulary to include more than the word NO.

Continue to read *The Source* for all the up-to-date information as conciliation continues.

"Total compensation" isn't total at all

On May 11, the government will release a new budget. The line from the province is easy to predict. We hear it from them in every round: Our cupboard is bare. They say their priority is to balance the budget and say the payroll of provincial government employees costs too much.

That is a load of bull!

The economy is very healthy. Due to economic growth, the Ontario government has never been richer. In fact, it has underestimated its revenue

by nearly \$1 billion. At the same time the government has overstated its expenditures.

OPSEU members are not to blame for the deficit. Payroll for OPSEU is only about 3 per cent of the government's total revenue. Total payroll costs have fallen with all the lay-offs. The government plans on cutting the OPSEU bargaining unit by another 10 per cent over the next two years.

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POST and CIRCULATE

Unclassified issues during conciliation

Nothing has changed

Your bargaining team has demanded improvements for unclassified employees as one of the top priorities in this round of bargaining. The improvements include easier conversion language and the implementation of the Appendix 25 Attorney General Pilot Project. This project will create flexible part-time classified employees with benefits and some certainty as to their hours of work and income.

Almost 30 per cent of Ontario Public Service members are unclassified. The employer refused to discuss unclassified issues during our pre-conciliation phase of bargaining. When we applied for conciliation on Apr. 20, it was done to make the employer recognize their lack of response to our issues was unacceptable. This week, during conciliation, we presented our thorough unclassified issue proposal. The employer had the audacity to fail to respond to any of these issues.

The refusal to respond on the Appendix 25 joint project was exasperating, as this project has been developed jointly. Now the employer has nothing to say about its possible inclusion in our next collective agreement.

It is obvious that this employer has **NO** respect for our unclassified members. All unclassified members need to take action if gains are to be made in this round of bargaining. Tell the employer loud and clear that you want your issues acknowledged and addressed immediately at the bargaining table.

Working together is the only way we can achieve fairness and equality for unclassified members.

“Total compensation” isn’t total (cont’d)

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OPSEU members have already lost **7 per cent** due to inflation. So far, the employer has offered a “total compensation package” of 2 per cent. The total compensation package includes, pension, benefits, wages, kilometric rates, special cases and everything else. Even if the “package” was all put into a wage increase, we would still lose a further **4.3 per cent** with inflation. Also consider that this leaves no money for the other items like benefit improvements or Factor 80...nothing at all.

Why should we be expected to pay down the deficit more than anyone else? The government’s own figures show that personal income growth is at 3.9 per cent for 2004. Why should OPS members be expected to pay more? We have paid enough already!

Managers using intimidation tactics

We are hearing through the grapevine that some front-line managers are sticking their noses where they don't belong.

The chat around the lunchroom about the employer's proposal being a disgrace to public servants has some middle managers telling OAGs the following: "If you are planning on moving up in the OAG series, you should be careful on what you say or do."

This blatant intimidation tactic must be immediately grieved and reported to someone superior to that manager. If you have a case similar to this one, please send us an e-mail with the details so we can spotlight your workplace in our "Mindless Manager" showcase series.

OPSEU local at private jail rejects 7.75 per cent increase

Members of Local 369, Correctional Officers at Central North Correctional Centre (CNCC) in Penetanguishene, have soundly rejected the employer's wage offer for their new collective agreement. This offer would have given them increases of 2.4 per cent in 2005, 2.6 per cent in 2006 and 2.75 per cent in 2007. The offer was rejected by **99 per cent** of the members. Correctional Officers top wage rate at Central North is currently the same as that of the Ontario Public Service Correctional Officers.

The wage offer at the Corrections Bargaining Unit Table is zero per cent for 2005, zero per cent for 2006 and zero per cent for 2007.

The three-year, 7.75 per cent offer which was rejected by members of Local 369 would have put them at \$27.50 per hour as of January 1, 2007, while public Correctional Officers would continue to earn \$25.47 per hour – a difference of more than \$4,200 per year.

The Sunshine Club – 17th edition

The Sunshine Club is the list of public service managers who earn over \$100,000 per year. Here are the names for our 17th edition.

Name	Ministry	Current Position	(Strike Year)	(Non-Strike Year)
			2002 Salary	2003 Salary
Peter Steckenreiter	Ministry of Community and Social Services	Regional Director, Southwest	\$129,329	\$111,379
Kathryn Moore	Ministry of Transportation	Regional Director, Eastern Region, Kingston	\$139,611	\$114,782
Robert Campbell	Ministry of Environment	Manager, Technical Support, Thunder Bay	\$126,725	Under 100k
Timothy Garratt	Ministry of Health and Long-Term Care	Nurse Manager, Penetanguishene Psychiatric Hospital, Oak Ridge Division	\$130,074	Under 100k

In Corrections:

Name	Current Position	(Strike Year)	(Non-Strike Year)
		2002 Salary	2003 Salary
Barry Thomas	Senior Transition Specialist	\$165,489	Under 100k
Stephen Ormsby	Deputy Superintendent, Windsor Jail	\$152,542	Under 100k
Mark Dyrland	Operational Manager, Kenora Jail	\$140,959	Under 100k
Marcel Gagne	Operational Manager, Niagara Detention Centre	\$138,943	Under 100k
Donald Turner	Operational Manager, Maplehurst Correctional Centre	\$131,657	Under 100k

Your OPSEU OPS bargaining teams

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John Watson, Region 7

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Brian Chauvin, Corrections

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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.