



## We must hold Premier McGuinty accountable

*by Eric Morin, Vice-Chair, Central Bargaining Team*

We must reject the employer's recent offer. Since bargaining began nearly nine months ago, it has become increasingly clear that Dalton McGuinty's words to public service workers on election night in 2003 were hollow and he has little intention of acting on his promise to us. He stated that he valued our work, yet he refuses to seriously negotiate the value of that work. He also stated that he wanted to work with us to improve public services, yet he refuses to have meaningful discussions on how we can work together to rebuild public services. It appears as though the premier has fallen under the spell of a right-wing bureaucracy who continues to practice the Harris/Eves ideology. The change that Ontarians voted for in October 2003 has failed to materialize. Despite a promise to rebuild the public service, the McGuinty Liberals have announced a further reduction of the Ontario Public Service by at least 6,000 jobs.

The sad thing about this round of bargaining is that there has been no new approach to bargaining. The employer continues to roll out the same tired list of concessions that we have rejected in past rounds of bargaining. Their tactics and behavior at the table have been a series of déjà vu experiences for our team members who were involved in previous negotiations. Their paternalistic "father knows

best" approach to collective bargaining demonstrates a smug contempt for all of us who work to deliver important services to the people of Ontario. We are again being asked to sacrifice and pay for their inability to responsibly manage the fiscal priorities of this, the wealthiest province in the country.

It is clear that this employer will not seriously negotiate with your bargaining team until we truly demonstrate our solidarity and determination. The easiest way to do this is by overwhelmingly rejecting their current offer. Given this employer's response to other bargaining units who have rejected their "next to final offer," a strong rejection vote is one opinion poll that these Liberal politicians can understand.

From the outset we have demanded fairness and a clear demonstration of respect for the work we do. We must again stand together and show that we will settle for nothing less. Our unity is our strength and our resolve is our power. Let's show the McGuinty government that we accept nothing less than he promised on election night in October 2003. He must be held accountable. Please attend an information meeting in your area for greater detail before you vote. Check with your local president or steward for times and locations.

If the offer is not rejected, it is **your collective agreement** for three next three years!

**POST and CIRCULATE**

# Making an informed decision

Over the next couple of weeks, as a member of the OPS bargaining unit, you will once again be asked to make a decision regarding your next collective agreement. You are encouraged to attend information meetings in your area so you can make a fully informed decision. In the interim, here is a sample of how the employer responded (or did not respond) to your demands.

You asked for benefit improvements in a number of areas including a drug card so that claim forms are no longer necessary. You also asked for an end to the deductible on drug cost, additional paramedical coverage, improved dental benefits with the elimination of the \$100 deductible, as well as an expansion of vision care benefits that includes coverage for services recently de-listed from OHIP.

You directed us to pursue language that would provide greater job security and would help members to be properly classified.

You mandated us to negotiate for an end to the injustice and abuse experienced by our members who are unclassified.

You asked for a wage increase that will deal with past losses to inflation and keep pace with inflation in the future.

To all of these demands the employer has bluntly said “NO”.

Meanwhile, the employer continues to push its regressive agenda for concessions around job security and exit payments. They want to limit your access to career advancement through diminished posting provisions and “pool hiring”.

They show little respect for your well-being when they propose strict limitations to how much they will pay and who can qualify for VDT eye exams. They have offered to extend only the “surplus factor 80” and this extension is only until the end of March 2006. This would ultimately eliminate a pension benefit we have enjoyed since 1996. There is no extension of the current Factor 80!

And, finally, the employer has proposed an annual 2 per cent wage increase for the next three years. This offer causes us to again lose ground to inflation. This offer is well below what has been offered to other public sector workers such as teachers and Toronto transit workers.

Alberta public sector workers are now voting on a contract giving them benefit improvements and a wage increase of almost 10 per cent over 3 years.

## At the Corrections Table:

# Your opportunity to also say “NO”

At the Corrections Bargaining Table, the employer responded to our demands as follows:

- a) Increase in Probation Officers Allowance – **NO**
- b) Appendix 24 (unclassified seniority) rights for Youth Justice Facilities, Oakridge, Probation Officers and Probation and Parole Officers – **NO**
- c) Employer pay for professional fees such as those of the Attendants at Oakridge, Nurses and Practical Nurses working in correctional facilities – **NO**
- d) Pension improvements – **NO**
- e) Cover liability for members facing lawsuits – **NO**
- f) Salary continuance for employees who grieve their unjust dismissal until a Grievance Settlement Board Decision is issued – **NO**
- g) Vacation improvements – **NO**
- h) Improvements to Union Leave – **NO**
- i) Work of the bargaining unit clause (what work is performed by union members) which helps protect our jobs - **NO**
- j) Move Central North Correctional Centre (CNCC) Correctional Officers to the Ontario Public Service (OPS) – **NO**
- k) Wage recovery/service pay:  
Government offers:
  - Increase of 2 per cent on Jan.1, 2005; 2 per cent Jan.1 2006; 2 percent on Jan. 1, 2007. Increases to be compounded.

**For the same period the private prison operator at the Central North Correctional Centre offered the following to Correctional Officers working there:** Jan.1, 2005 – 2.4 per cent; Jan. 1, 2006 – 2.6 per cent; Jan.1, 2007 – 2.75 per cent (7.75 per cent over three years). This offer was *rejected* by OPSEU Local 369 members.

With the 2, 2 and 2 offer, OPS Correctional Officers would be making **nearly \$1,000 less per year than what Correctional Officers in the private jail rejected.**

Similarly, the current offer would mean that Probation Officers would make \$1,140.00 per year *less* than they would if they were to receive the 7.75 per cent CNCC rejected offer.

Do we in the public service deserve less than the private sector? **NO.**

The Corrections Bargaining Team unanimously recommends that members cast a strong **NO** vote to this degrading offer.

### ***Mindless Managers***

## **“I can’t guarantee that you’ll have a job”**

A contract employee had to go to a funeral - his best friend in his early 20s, was killed in England.

He informed his manager. The manager’s response, “I can’t guarantee that you’ll have a job when you come back.” Of course this upset the contract employee and he put the manager in his place.

The next day, the manager said it as okay for him to go and not to worry about his job.

What was the purpose of this kind of comment towards employees? What was the Manager trying to accomplish by saying that? This is just another installment in the “Mindless Manager” series.

# The Sunshine Club – 18th edition

The Sunshine Club is the list of public service managers who earn over \$100,000 per year. Here are the names for our 18th edition.

Name	Ministry	Current Position	(Strike Year)	(Non-Strike Year)
			2002 Salary	2003 Salary
<b>Elizabeth McKnight</b>	Office of the Premier and Cabinet Office	Union/Management Relations	<b>\$130,894</b>	<b>\$112,136</b>
<b>Janice Bartley</b>	Office of the Premier and Cabinet Office	Employee Relations, OPS	<b>\$127,809</b>	<b>Under 100k</b>
<b>John Goodman</b>	Office of the Premier and Cabinet Office	Manager, Benefits Policy	<b>\$122,649</b>	<b>Under 100k</b>
<b>Anthony Ming</b>	Office of the Premier and Cabinet Office	Head, Client Management	<b>\$122,451</b>	<b>\$137,044</b>
<b>Gayle Fisher</b>	Office of the Premier and Cabinet Office	Assistant Deputy Minister, Employee Relations Division	<b>\$109,971</b>	<b>\$112,785</b>

## *In Corrections:*

Name	Current Position	(Strike Year)	(Non-Strike Year)
		2002 Salary	2003 Salary
<b>Linda Elliott</b>	Senior Transition Specialist	<b>\$174,170</b>	<b>Under 100k</b>
<b>Tom Angelidis</b>	Operational Manager, Metropolitan Toronto East Correctional Centre	<b>\$150,258</b>	<b>Under 100k</b>
<b>Mark Dittenhoffer</b>	Senior HR Consultant	<b>\$148,269</b>	<b>Under 100k</b>
<b>Stephen Renzini</b>	Operational Manager, Toronto Jail	<b>\$140,963</b>	<b>Under 100k</b>
<b>Wayne Lacharity</b>	Operational Manager, Thunder Bay Jail	<b>\$130,928</b>	<b>Under 100k</b>

# ***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.