



“Either we’re needed, or we’re not. No employer should be allowed to employ people on a full-time basis year after year and not give them full-time benefits. All unclassified must stand together and demand equality and respect. No more saving a buck on the backs of employees.”

Ministry of Natural Resources

Unclassified workers want:

- ✓ equality
- ✓ full-time permanent jobs
- ✓ seniority rights
- ✓ benefit improvements

The time is now!

For bargaining information, contact your local service representative, your regional unclassified representative or the unclassified OPS central mobilizers

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**No benefits,
No security,
No schedule...
No way for anyone to live.**

Equality for Unclassified Members



Equality. It's not too much to ask.

In 2005, equality should be the expectation, not the exception. Unfortunately, for thousands of unclassified workers in the Ontario Public Service equality with their classified colleagues is a long way from reality.

It shouldn't be this way. Many unclassified workers have held their positions for a long time, in some cases over 25 years. For some, that's a lifetime of no guarantees on hours, no fixed schedule, no benefits, no vacations, no sick time, no seniority and no job security.

This should not be the case for employees of the richest province in Canada. Yet in 2002/03, 89 per cent of new hires by the Ontario government were unclassifieds. It's time we said enough.

EQUALITY

EQUALITY

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EQUALITY

A lot of responsibility...for little in the way of return.

"As a Court Reporter it is my job to keep a complete and exact record of court proceedings. If an appeal is made, the accuracy of transcripts is crucial to deciding the outcome."

Ministry of Attorney General

"I am a Seasonal School Aide. It is my job to work with deaf and blind children in our schools, using educational programming specifically designed to meet their needs."

Ministry of Education

"I am a Clerk. It's my job to process ID badges. From doctors to paramedics, none of our frontline healthcare workers can work without their ID badge."

Ministry of Health & Long Term Care

Unclassified workers perform vital work every day in the OPS. From health care, to the courts, to social services to education, to fighting fires in the north, unclassified workers shoulder massive amounts of responsibility and get little in the way of respect from their employer. In fact, in every round of bargaining, the employer wants to exploit unclassified workers more and more. In every round, your bargaining teams fight to stop that from happening.

Strongest when we stand together

Slowly, gains are being made for unclassified workers such as access to six per cent in lieu of benefits and seniority rights in corrections. While conditions may be better today than they were three years ago, there is still a long way to go. Here's what you can do to make that happen:

Talk about your issues

Don't assume that people understand your issues. In most cases they don't. Talk about your concerns in the workplace with your classified and unclassified co-workers on your breaks. Let them know what's important to you and listen to what's important to them. Remember: Unclassified and classified workers MUST work together to make improvements.

Support your bargaining team

The bargaining team cannot achieve gains at the table without your support. The employer needs to see that support in the workplace. Wear your OPSEU buttons proudly. Wear something black every Tuesday. Do whatever the bargaining teams call for to help move your issues at the table.

Lobby your MPPs

Talk to your local president about MPP lobbying plans in your area. Request that you be part of those plans and let these MPPs know about the important work you do. Tell them that there is no more tolerance for exploiting unclassified workers. Demand the equality you deserve.