



Classification issues:

# "Pay me what you owe me"

Are you tired of doing the work of a higher pay classification, but getting paid for a lower one?

Does your job have extra duties since your current job spec was written?

Are you tired of your boss piling "other duties as assigned" on you, without any extra pay?

If you answered yes to any of these questions, you need to support your OPSEU bargaining teams' bid to give your collective agreement a real way to solve classification disputes.

Right now in our contract we have something called the Joint System Subcommittee, or JSSC. That committee is made up of three employer representatives and three OPSEU representatives.

That committee has done some good work. In some cases, their work has provided **real** pay improvements to **real** people.

But what happens when the two sides don't agree that a particular job should be paid more?

Answer: Nothing happens.

The employer wins a tie.

The JSSC needs a neutral third-party chair to cast a vote, one way or the other, on issues where the two sides can't agree. Otherwise, we will never be able to move forward on the vast majority of our classification disputes.

So if you're paid as a "six" to do the work of a "twelve," **vote to reject** the employer's Feb. 14 offer. Give your bargaining teams a strong strike mandate so you can get paid what you're owed!

# What's on the table:

*Bargaining proposals as of Feb. 14, 2002*

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UNION  
PROPOSAL

## 10. GRIEVANCE ISSUES

- a) Appendix 7: Amend to allow for the parties to jointly appoint a chair of the JSSC agreeable to them who shall be a full member of that committee and who shall cast a deciding vote in the case of a tie. Change paragraph 3 by deleting "on which with parties' representatives concur" and substituting "of the committee."