



Equal rights!

Picture this:

You do the same work.

You pay the same bills.

You don't have the same rights.

Over 26 per cent of OPSEU members in the OPS are "unclassified" employees. Some are seasonal, laid off for part of the year. Some are casual, waiting by the phone to find out when their next shift is. Some are working full-time, but not getting recognized for it. All are living from short-term contract to short-term contract.

Too bad the bills don't stop when the paycheques do!

Under our current contract, **some** OPSEU members have been converted to classified status, with full benefits, pensions, and job security protections. **We can do more**. In this round, we need a **better** deal for unclassified staff – one that gives as many people as possible the classified status they deserve.

This means closing the loopholes that prevent conversion to classified status. The current language gives the employer too much control over who gets converted. Not surprisingly, many employees don't!

The current language makes it hard for unclassified employees who work part-time hours, such as many of our court workers, to get converted to Regular Part-Time status.

They may work hundreds of hours without ever working a complete week. Right now, they don't get credit for those part-weeks. They should.

Above all, people shouldn't have to wait two years to be converted. We're demanding conversion after one year of service.

To our employer, the problem is that **too many** unclassified staff are getting converted, usually because of OPSEU grievances.

The Grievance Settlement Board has determined that, under our current contract, the employer cannot just move you around from assignment to assignment and claim that you are doing a new job with every assignment.

As long as you are doing the same work, they must give you credit towards conversion even though you move from assignment to assignment.

The employer wants to change that. They've demanded the right to reset the clock every time they give you a new assignment.

The employer's goal remains to have as many unclassified staff as they can get away with.

Our goal remains to help as many unclassifieds as possible get the benefits, pensions, and collective agreement rights they deserve.

Unclassified staff are doing the work. They and their families deserve what comes with it.

What's on the table:

Bargaining proposals as of Feb. 4, 2002

EMPLOYER PROPOSAL

In its Dec. 18 “bargaining agenda,” the employer outlined its general feelings about unclassified conversion:

- (d) Article 31.15 - The Employer wishes to clarify the application of this provision where it appears to have unintended consequences. The main example is in cases where unclassified employees have performed a number of different unrelated assignments over a period of time, and have been found to then have an entitlement to “convert.”

The employer subsequently tabled specific language:

Add the following Article 31.15.3 (New):

31.15.3 For the purpose of Article 31.15.1, it is understood that the term “same work” does not refer to unrelated work assignments, but is intended to refer to the performance of essentially the same work assignment.

UNION PROPOSAL

6. UNCLASSIFIED ISSUES

- a) Amend conversion language (Art. 31.15) to provide for conversion after one year, and to delete the phrase “where the ministry has determined that there is a continuing need for that work to be performed on a full-time basis.”
- b) Add a new clause that will allow unclassified, seasonal, student and GO-Temp employees to accrue seniority based on straight-time hours worked, beginning effective Jan. 1, 2002. The seniority thus accrued will be the determining factor in competitions for classified positions (where qualifications and ability are relatively equal) as provided in Art. 6.3.1.
- c) Amend the calculation of unclassified seniority on appointment to the civil service (Art. 18.1 (b)), to change to provide for calculation of seniority based on straighttime hours worked.