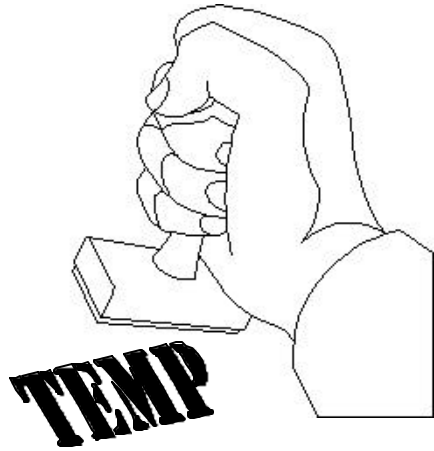


Unclassified? On Contract?



Bargaining for
your rights...
and what you can
do about it!



November 2001

"I'm 33 years old. Is this what Generation X has to look forward to? I'm a university grad. I believe this treatment is unacceptable. I want a career, not just a job."
**Unclassified correctional officer,
Hamilton**

"With so many unclassified in the system its obvious there's that much work that needs to be done. Give us permanent jobs and all the benefits that go with it."
Unclassified nurse, North Bay

"In the courts, we can't budget because we don't know from paycheque to paycheque what our salary is going to be."
**Unclassified court worker,
Newmarket**

"Is this how much the employer respects me? We provide the public with good services and information"
**Unclassified member,
Ministry of Health, Toronto**

Your rights

The collective agreement is your tool in the workplace to improve your working and living conditions.

Your wages

You have the right to automatic pay increases either semi-annually or annually, depending on your pay grid. You should get the same salary as a classified employee performing the same job.

Your Pension

You have the right to membership in the OPSEU Pension Trust, if you choose.

Benefits

You receive 4 per cent of your pay in lieu of vacation and 4 per cent in lieu of your statutory holidays. After four continuous weeks of working full-time hours, you are entitled to 2 per cent pay in lieu of benefits for every full-time week you work. You must also receive 1.25 sick credits after working full-time hours for the month.

Protection and the right to grieve

Think your rights under the collective agreement have been violated? You have the right to

FACT:

Unclassified members make up 30 per cent of the entire OPS bargaining unit, or almost 14,000 members.

grieve. You also have the right to be protected from employer intimidation if you get involved in union activities.

Conversion to a classified job

Have you worked enough hours to qualify for a classified position? Check if you have worked 1732.75 hours per year (on a 36.25 hours per week schedule) or 1912 hours per year (on a 40 hours per week schedule), including authorized leaves, for **two consecutive years**.

If you are not backfilling for another employee on an authorized leave, and you meet the above criteria, you may be eligible for classified conversion. Keep an accurate record of your hours. Take a look at Article 31.15 in your collective agreement, and talk to your union steward. Tell Human Resources to convert you to a classified job. If they don't, then file a conversion grievance.

We know where the employer wants to go

In the 1996 negotiations, the employer wanted to take away the ability for unclassified employees to move through the pay grid.

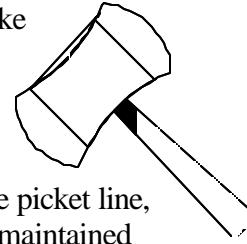
After five weeks on the picket line, unclassified members maintained grid movement, won 2 per cent pay in lieu of benefits, and the ability to convert to classified work.

In 1999, the employer wanted to change *conversion* of unclassified staff to *termination* of unclassified staff. Again, we fought back against the concessions.

Now, Bill 25 shows us that the employer wants to eliminate as many full-time jobs as possible...and replace them with unclassified positions.

Talk it up...

The employer will try to drive a wedge between classified and unclassified members. Talk to classified members. Improved job security and more full-time permanent jobs are issues we can work together on. It's a win-win situation.



Enough is enough! Unclassified workers want:

- respect
- job security
- access to full-time, permanent jobs
- improved benefits
- wage recovery to catch up to inflation.

In 2001, the only way to get improvements is to take action.

- ▶ Support your bargaining team
- ▶ Work with the classified members in your workplace
- ▶ Wear your union button
- ▶ File a conversion grievance
- ▶ Attend your local meetings

The more active you are,
the greater the chance
for improvements.

For information contact:

Your regional unclassified rep

or

OPS Central Mobilization for Unclassified

Neil Fraser

Paul Myers

(416) 443-8888 ext. 382 or 1-877-561-8692