

Date: January 9, 2008

To: OPS Local Presidents and Officers  
Ministry Enforcement and Renewal Committees

From: Warren (Smokey) Thomas, President

**Re: Protecting Jobs, Building Power campaign**

Dear sisters and brothers:

OPSEU is facing an important challenge in the OPS – one that affects our members' job security, their career development options, and their union's power at the bargaining table. That challenge is the transfer of more and more of our jobs to the AMAPCEO bargaining unit.

This employer-assisted poaching of OPSEU jobs has resulted in a substantial increase in AMAPCEO's membership – at our expense. This poaching must be stopped. We must rigorously defend our bargaining unit, for three main reasons:

- 1) **Job Security:** It pays to be in a bigger bargaining unit in times of downsizing when “bumping” based on seniority becomes critical.
- 2) **Career development:** We lose access to vacancies and promotional opportunities when jobs move out of our bargaining unit.
- 3) **Bargaining power:** Our capacity to win improvements to our members' wages and working conditions is weakened when our bargaining unit shrinks.

The good news is that when OPSEU takes on these attacks on our bargaining unit, we win. **Our ongoing Trillium Award inclusions campaign has restored more than 3,000 jobs to our bargaining unit.** These were jobs that the employer had, in effect, privatized by giving them to outside consultants and temporary agency workers.

We will build on the Trillium Award success in this new fight to maintain good jobs in our bargaining unit. We established an OPS Bargaining Unit Integrity (BUI) Committee to design a strategy to restore jobs to our bargaining unit when they have been wrongly assigned to the AMAPCEO bargaining unit.

The OPS BUI Committee has developed the “Protecting Jobs, Building Power” campaign. With your help, the union will identify and analyze the job postings suspected of being wrongly assigned and file potentially hundreds of inclusion claims at the Grievance Settlement Board. Our objective is to force the employer to assign new OPS jobs appropriately.

To begin this important campaign, we will be holding workshops in every OPSEU region in the coming weeks to help locals identify the wrongly-assigned jobs and work with the union to bring them back where they belong: inside the OPSEU bargaining unit.

The committee has the full support of the OPSEU Executive Board in this important work, and I know it can expect your full support and participation as well.

Thank you in advance for helping to build our union's power in the Ontario Public Service.

In solidarity,

A handwritten signature in black ink, appearing to read "Warren Thomas", written in a cursive style.

Warren (Smokey) Thomas  
President

cc: OPSEU Executive Board  
Central Enforcement and Renewal Committee  
OPS Bargaining Unit Integrity Committee  
OPS supervisor, inclusions officer, service representatives, job security officers