



FRONT *lines*

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A bulletin for
members in the
Ontario Public
Service

Grievance wins at MTO sweep another 100 jobs back into the public service

The Ministry of Transportation of Ontario and Management Board Secretariat will be posting 100 jobs in the OPSEU bargaining unit in the OPS in the wake of three recent grievance settlements.

The 100 positions, mostly in the Systems Officer classification, will replace fee-for-service consultants who were doing OPSEU bargaining unit work in violation of the collective agreement. The jobs are all in Building "A" of the Downsview complex in Toronto.

OPSEU Inclusions Officer Laurie Chapman, who worked on the settlements, says the job postings mean new career possibilities for OPSEU members.

"OPSEU members have been crying out for training and developmental opportunities, but outside consultants have been getting almost all the new, cutting-edge (and interesting) work," she said. "Now OPSEU members can apply for these positions, and possibly move ahead in their careers."

The Downsview settlements are just the latest in a string of grievance wins that have seen

over 700 positions brought back into the public service since July 2003. The wins are following the legal path cut in 2002 by a landmark grievance award in the Ministry of Health and Long-Term Care. That award (known as the "Trillium" award) set ground rules for deciding whether specific contracted-out positions rightly belong in the OPSEU bargaining unit.

The current grievance, which is ongoing, is known as the "Bargaining Unit Integrity" grievance.

"Co-operation from the employer on this entire grievance process has been very good," said Chapman. "Whatever magic Management Board has been wielding with the ministries has been working. We've never had to go to an arbitration – we've always

reached a settlement before getting to that point.

"Some managers that I come across actually like what's been happening," Chapman said. "They're interested in a stable workforce, and that's something they just haven't been getting with fee-for-service consultants and temporary agency staff."

OPSEU president Leah Casselman said the employer's ongoing co-operation with the Bargaining Unit Integrity grievance sends a good signal.

"The government's co-operation on this is consistent with the Liberals' campaign promises to use fewer high-priced consultants in the public service and to treat public employees with more respect," said Casselman. "Let's just hope this attitude extends into the upcoming round of bargaining."

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