



FRONT *lines*

Information for OPSEU members in the Ontario Public Service • March 16, 2007

Correctional BU members encouraged to participate in project to test new job evaluation system

Members of OPSEU's Correctional bargaining unit have a big stake in how future job evaluation systems are developed and implemented. It means having a direct hand in how a new job classification system is put into place for the benefit of all members.

For these reasons Corrections BU members are being asked to participate in a joint OPSEU/employer exercise that is working away on a new job evaluation system.

Participation in the Job Evaluation Project is easy. It means becoming involved in a two-part exercise during work hours. The first part is a three-hour questionnaire; the second part is a three hour focus-group discussion.

"It's in the interest of all Corrections members to have an outstanding classification system," said John Watson, an OPSEU member on the joint committee. "But we need the best information available and only our frontline membership is able to provide us with this."

Watson made two points clear: Participation in the job evaluation exercise is not a test of anyone's job. And it will not affect how anyone's job is rated in the final job evaluation system.

"This is a test of our draft job evaluation system. We need to gather facts to test the system to see what works and what doesn't work. Only then can we begin to fix a hopelessly outdated classification system."

Invitations to participate in the exercise are being randomly distributed by e-mail. The questionnaires were drafted by the joint committee and will be distributed by managers. Watson strongly encouraged Corrections members to participate if they are contacted. Members get three hours "paid duty" to complete the questionnaire.

Questions about the job evaluation exercise can be sent to:

opsjep@opseusupport.com

The focus group part of the exercise – which will also be conducted on work time – will be held in six cities this spring. The cities are: London, Hamilton, Peterborough, Toronto, Orillia, and Thunder Bay.

The Job Evaluation Project grew out of Appendix 34 of the OPSEU collective agreement in the OPS in which the union and the employer agreed to fix an outdated and dysfunctional classification system.

For a full explanation of the project please read the Question-and-Answer document at:

<http://www.opseu.org/ops/frontlines/frontlinesfeb142006attach.htm>

OPSEU scores another grievance victory in protecting bargaining unit work

OPSEU and the Ministry of the Attorney General have reached a grievance settlement that paves the way for 30 new courthouse positions to join the union.

The settlement affects positions currently occupied by the Commissionaires of Canada Corps working at three busy downtown Toronto locations, including Superior Courthouses at 361 and 393 University Avenue, and Osgoode Hall.

In the agreement, the ministry acknowledged that the work done by the Commissionaires is OPSEU bargaining unit work. The new full-time permanent classified positions will be posted and filled in accordance with the provisions of the collective agreement.

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Commissionaires were, historically, recruited from the ranks of retired military personnel. They could be found staffing security and information desks in the foyers of most provincial courthouses – work that was ordinarily performed by bargaining unit employees. Over time they began to assume more and more clerical duties, including record-keeping, mailroom and supply work, and other jobs such as ushering and courier services. They were gradually doing the work normally performed by office administration employees covered by OPSEU.

“This is a very important victory for OPSEU and our members in the courts,” says Paul Myers, OPSEU representative on the MAG Ministry Enforcement and Renewal Committee (MERC). “It shows that the union is protecting the bargaining unit in order to provide good pay, benefits and pensions.”

Recruitment for permanent positions within the bargaining unit must begin no later than June 1, under the agreement.

Every time an agency or fee for service employee is suspected of performing bargaining unit work the details should be reported to Laurie Chapman, Inclusions Officer, at OPSEU head office. Diligence paid off in the case of the Toronto courthouse workers and similar victories can be identified elsewhere in the OPS.

More information:
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Inclusions Officer
416-443-8888 Ext. 8704