

OPS job classifications:

Ontario can do **better!**

- ➔ Job classifications in the Ontario Public Service are hopelessly out of date.
- ➔ Our work matters. But thousands of OPSEU members are not paid for the full value of the work we actually do.
- ➔ In 1995, Mike Harris stripped Crown employees of the right to send our classification grievances to arbitration.
- ➔ Without arbitration, we have no way to make the government deal with classification problems fairly – or pay us what we deserve.
- ➔ There are more than 8,000 classification grievances in the OPS. After 15 months of mediation, the McGuinty government wants to throw more than 7,500 of them in the garbage.
- ➔ Under the current collective agreement, the government is working with OPSEU to develop a new classification system. But without access to arbitration, there is no way to make sure the new system will be any better.
- ➔ It's time Dalton McGuinty fixed what Mike Harris broke.

You can help

- Send a message to Dalton McGuinty • Sign this postcard
- Return it to your OPSEU steward or regional office
- Visit www.opseu.org to learn more.



Dear Premier McGuinty,

OPS employees deserve
the right pay for
the real job!

 Ontario can
do **better.ca**
L'Ontario peut faire **mieux!**

Change CECBA Now!

Attention: All OPSEU members in the OPS

The right pay for the real job!

If you work in the Ontario Public Service, you know that OPSEU members' job classifications – and our pay – are hopelessly out of date. That is why more than 8,000 members have outstanding classification grievances.

Mediation vs. Arbitration

There's just one problem. In 1995, Mike Harris changed the rules. He took away our right to send classification grievances to arbitration. So far, the McGuinty Liberals have refused to give it back.

In 2005, your union signed a new collective agreement with the McGuinty government. OPSEU agreed to a special mediation process to try to resolve the classification grievance backlog. Unfortunately, mediation is not arbitration. Mediators can't make the government deal with our grievances on their merits. And they can't impose a settlement when the government drags its heels.

An offer we had to refuse

That's why – after 15 months of trying – your OPSEU representatives had to pull the plug on the mediation process. There was no alternative.

The McGuinty government offered to reclassify 375 grievors and pay lump sums to another 214 – but only if 7,543 grievors got nothing at all. They refused to hear thousands of grievances. And if a grievor was reclassified, they refused to fix the classifications of non-grievors who do the same job. It was an offer we could never agree to.

Fixing the system

There is a solution. The government has to change the *Crown Employees Collective Bargaining Act*. They need to give OPSEU members back the right to arbitration on classification issues. It's the only way OPS employees will ever see their classification issues dealt with fairly.

You can help. Please sign the postcard below. Return it to your OPSEU steward or regional office. Visit www.opseu.org for more ways you can help.



Dear Premier McGuinty,

If you are planning to keep your promise to rebuild public services, it's time to stop ignoring the people that make the Ontario Public Service run.

In 1995, Mike Harris took away our right to arbitration on job classification issues. That's why our pay and classifications keep falling behind. It's why there is a backlog of more than 8,000 OPS classification grievances. And it's why mediation failed to fix the problem.

There is only one solution. You need to change the *Crown Employees Collective Bargaining Act* to restore the right to arbitration.

Our work matters. We deserve the right job classifications – and the right pay – for the important work we actually do!

Sincerely,

Name: _____

Ministry: _____

Job Title: _____

DO NOT MAIL
RETURN
to
OPSEU

Premier Dalton McGuinty
Main Legislative Building
Queen's Park
Toronto, ON M7A 1A4



www.opseu.org