

OPSEU



SEFPO

OPSEU Survey on Flexible Part-Time Conversion

Are you a “flexible part time” (FPT) court service worker? If so, your OPSEU MERC team and your representatives on the FPT Joint Dispute Resolution Committee need your input. Has conversion to FPT status worked for you? Have you experienced problems with the way the FPT system has been implemented? Whatever your experience has been with FPT conversion, your OPSEU representatives want to hear from you.

Please complete this confidential survey, and return it to OPSEU by Friday, January 19, 2007. Please use the postage-paid reply envelope provided, or fax your survey to OPSEU Job Security at: (416) 448-7462.

IMPORTANT: Please be sure to provide your name, position and work location. This information will only be used if we need to contact you for more details. Your identity will be kept strictly confidential.

Information about you

Last name: _____ First name: _____
Job title: _____ Work location: _____
Work phone: _____ Home phone: _____
Secure e-mail: _____ Your OPSEU Local #: _____

Your FPT category assignment

1. Which minimum annual hours category are you currently assigned to?

- Category 1 (720 hours) Category 2 (1000 hours) Category 3 (1200 hours)
 Category 4 (1400 hours) Category 5 (1500 hours)

2. Is this the category you should have been assigned to? Yes No

If not, why not? _____

3. Did you file a written dispute about your FPT category assignment? Yes No

Scheduling under the FPT system

4. Have you personally experienced problems with the way you are being scheduled for work under the FPT system? Yes No

5. If you have experienced scheduling problems, please check any of the following that apply to you:

- Management is using my *minimum* annual hours to *cap* the number of hours I get each week.
 Management is refusing to schedule additional hours above my annual minimum.
 Management is increasing the use of unclassified staff instead of giving hours to available FPT staff.
 Management has made big changes to the way they schedule my work (e.g., refusing to assign FPT staff to longer trials, refusing to assign extra shifts, etc.).
 Management routinely schedules me to come in when there is no work (e.g. “ghost” or TBA courts) then sends me home after I work the two-hour minimum.
 My manager says I have to be available to work every day of the week – not just the days I am scheduled.
 Management is manipulating the schedule to avoid paying on-call and call-back pay.
 Management is routinely assigning me work outside my regular job duties.
 Management is refusing to be flexible in scheduling me off on days when I have appointments, and says I have to use vacation or sick-time instead.

Please turn over →

Other scheduling problems (please describe); _____

Conversion of new hires and “jumping” to higher categories

Under the new FPT system, some unclassified staff hired between June 24, 2005, and Sept. 25, 2006, are eligible for conversion to FPT status. When this happens, current FPT employees in a lower annual hours category than the new positions have the option of “jumping” into the higher category positions, based on seniority.

6. Is management assigning the new FPT positions to the correct annual hours categories? Yes No
7. Is management reducing the number of higher category jobs that members with seniority can “jump” into by artificially lowering the annual hours category for the new FPT positions (e.g., by treating regular unclassified work hours as “training” to lower the annual hours category)? Yes No

Pay & benefits

For each question, please check the box that applies to you.

8. Getting the same pay cheque every two weeks is an improvement over the old system where I was paid for the hours I worked in each pay period, but was not paid if I did not work.

[Strongly Disagree] ← 1 2 3 4 5 → [Strongly Agree]

9. Getting paid for any “10% overage” hours and overtime hours I work once I reach my annual minimum is a reasonable way to operate the FPT system.

[Strongly Disagree] ← 1 2 3 4 5 → [Strongly Agree]

10. Health and dental coverage, paid vacation and sick leave, and membership in the pension plan are important to me and my family.

[Strongly Disagree] ← 1 2 3 4 5 → [Strongly Agree]

11. Health and dental coverage, paid vacation and sick leave, and membership in the pension plan are worth the cost in payroll deductions and the end of lieu-pay.

[Strongly Disagree] ← 1 2 3 4 5 → [Strongly Agree]

12. The prorated health and dental premiums are too high for what the benefits are worth.

[Strongly Disagree] ← 1 2 3 4 5 → [Strongly Agree]

13. I declined health and dental coverage because they are too expensive. Yes No

14. There was a significant drop in my take-home pay because of FPT conversion.

[Strongly Disagree] ← 1 2 3 4 5 → [Strongly Agree]

15. I am experiencing significant financial hardship because of FPT conversion.

[Strongly Disagree] ← 1 2 3 4 5 → [Strongly Agree]

Other comments

If you have any other comments on the FPT system, please include them below or attach an extra page.

Thank you for taking part in this survey.

Your input matters!

For more information, visit: www.opseu.org.

Authorized for Distribution:



Leah Casselman
President

