



OPSEU Update for Flexible Part-time Court Workers

March 14, 2007

Court workers deliver verdict on FPT problems

OPSEU members sent a powerful message to management at the Ministry of the Attorney General (MAG) on February 21. In provincial courts across Ontario, hundreds of staff wore "Justice for Court Workers" stickers to highlight the serious problems with the way the new "flexible part-time" (FPT) system has been implemented.

The same day, OPSEU's representatives on the Joint Dispute Resolution Committee delivered that message to MAG management in person. At a special meeting of the JDRC, the OPSEU team presented the results of a union survey of FPT court staff. The survey identified major issues with the way the FPT system has been rolled-out – and the impact it is having on OPSEU members.

"Members' support for the sticker campaign has been fantastic," said Julie Weber, union co-chair of the JDRC. "It's clear we now have the employer's attention."

At the February 21 meeting, and again on March 7, OPSEU representatives pushed for action on a range of problems, including:

- the use of unclassified staff to do work that should go to FPTs;
- scheduling and overtime issues;
- the need to increase the FPT annual-hours categories;
- the way "overage" and overtime hours are paid; and
- the cost of benefits and the drop in members' take-home pay.

The parties have agreed to meet again on Tuesday, March 27.

"Management has taken the first step. They have agreed there are real problems with the FPT system," Weber said. "Now they need to come back to the table with concrete solutions."

Please see page 2

"Sticking" to our guns

Want to help pressure MAG management for real improvements for FPT court workers? Be sure to wear your "Justice for Court Workers" stickers on March 27. That's the next time your OPSEU team will meet with the employer to try to negotiate solutions for FPT staff. Stickers are available from your local court contact.

For a list of court contacts, visit: <http://www.opseu.org/ops/merc/attorneygeneralappendix25.htm>



FPT court staff file mass grievances

More than 200 court workers from across Ontario filed grievances in February over the way management is implementing the new FPT system. The grievances challenge the employer's failure to "attract and retain skilled, trained and experienced (FPT) employees" as required under Appendix 32 of the collective agreement.

Instead of living up to its side of the FPT agreement, management has significantly increased the use of unclassified staff to do work that should be assigned to FPT employees. This is the subject of a separate grievance filed by the union's JDRC representatives.

All grievances related to the FPT system will be dealt with at the Joint Dispute Resolution Committee. If no resolution is reached, the grievances will be forwarded to expedited mediation-arbitration.

Of the more than 450 previous complaints filed with the JDRC, almost 200 have been resolved.

Approximately 260 have been referred to the expedited med-arb process. Med-arb dates have been scheduled for March 20, May 1 and 2 and June 5, 18 and 21.

How to file a dispute

Under Appendix 32, members continue to have the right to file disputes over the implementation of the FPT system with the JDRC.

To file a dispute:

- contact your local court contact or OPSEU steward, or
- file it directly with your OPSEU JDRC representatives.

For more information on the FPT dispute resolution process or a copy of the dispute form, visit: <http://www.opseu.org/ops/merc/attorneygeneralappendix25.htm>

Want more information?

For more details on Appendix 32 and flexible part-time conversion or to file a written dispute:

- Visit <http://www.opseu.org/ops/merc/attorneygeneralappendix25.htm> or
- Contact one of your OPSEU JDRC representatives: Julie Weber (jweber@opseu.org) or Paul Myers (pmyers@opseu.org) at: tel.: 416-443-8888 or 1-800-268-7376, ext. 8260 ; fax: 416-448-7462.

For help dealing with other violations of your rights under the collective agreement, contact your OPSEU steward or local president.