

ADSC UPDATE

The committee will be meeting in January to set their work plan for the 2012 year. As many of you know we have just recruited mediators and they will receive training in November.

Mediation is available for both grounds and non-grounds based conflicts.

The following initiatives have been completed:

- Statement of Ethical Principles
- Employment Scan
- Survey
- Poster and Brochure
- WDHP questions in each Competition
- Language for Performance and Development Plans
- New Employee Guide
- Review of Statistical data
- OPS networking Affiliations
- Launch of Mediation Program
- Computer Accessibility for employees
- Conflict Resolution Training

In February 2011 the ADSC conducted an anonymous online survey where all of the approximately 1,600 divisional employees in YJSD were invited to participate. The survey asked for general information such region, employment status, and individual demographic data including gender, family dependents, race, language, sexual orientation, religion.



There were also questions about employees experience with any workplace discrimination or workplace harassment. In total, there were 41 multiple choice and open ended questions.

The overall Divisional response rate was roughly one third (32.5%) of all Divisional employees (519 out of 1,600). This is a The results of the RSG research and the online survey combine to establish a picture of our current employment environment and a baseline map of diversity information.

In May 2010 The ADSC committee engaged an independent research company, Research Strategy Group (RSG), to gather information about what best practices, achievements, and potential areas

for improvement exist to support achieving the objectives of the ADSC program.

RSG reviewed the documentation supporting corporate initiatives, policies and tools, such as the Diversity Lens, the WDHP policy, Bill 168, Deputy Minister and

Management performance accountability frameworks, accommodation, staffing and training initiatives from the Centre for Employee Health, Safety and Wellness, as well as in collective agreements. Subsequently RSG conducted focus groups discussions with YJSD staff randomly selected from an overall employee list. A total of 81 people participated in seven focus groups and two web interview sessions. The information that was brought forward was very helpful and assisted the consultant to provide some ideas for the consideration of the ADSC committee. This information provides the ADSC committee with a baseline to track our progress in coming years.

Training and Development Report

Terms of Reference now signed off!

The committee has finally signed terms of reference. These terms were recently sent out to staff and should be available on the OPSEU website as well. The committee will be working on a tip sheet for resume writing and cover letters. Members are being screened out because their resume and covering letters don't reflect the qualification listed on the job ads.

The union side of the committee has asked the employer to provide training on mental health issues as well as gang training. The youth service officer curriculum review is near competition.

Robin Hood Tax

NUPGE/CALM

EUROPEAN CAMPAIGNERS for a Robin Hood Tax are optimistic that France and Germany will continue to push for the tax in upcoming meetings.

French and German finance ministers sent European Union Commissioners a letter making formal proposals for a broad-based Financial Transaction Tax (FTT but also commonly referred to as a Robin Hood Tax). They say "We believe the European Union should lead the global mobilization on this issue."

The FTT is a tiny tax, a fraction of a per cent, on financial transactions that could be used to fund efforts to fight poverty and climate change. Supporters think it would also dampen financial speculation, one of the main drivers of the recession that started in 2008. The tax would not apply to the overwhelming majority of citizens.

The finance ministers wrote, "A global financial transaction tax would achieve the two-fold objective of establishing fair burden-sharing and economic efficiency. ... [But] we strongly believe that the implementation of a financial transaction tax at the European level would be a crucial step on the path to reaching a global consensus in a way that does not affect European competitiveness."

"The tax base should be broad and cover all financial transactions related to financial instruments such as equities, bonds, currency transactions and derivatives. A low tax rate should be considered in order to minimize the risk of distortions and circumvention .



Vacation time stats

UFCW/CALM

Thirty days – the number of statutory holidays workers in Finland, Brazil and France enjoy every year

10 days – the number of statutory holidays that Canadians are entitled to each year—lowest of 40 countries in an international survey on vacation time

Two weeks – the number of paid vacation weeks most workers in Canada are entitled to after being on the job for more than a year

- **47 per cent** of Canadian workers report they need a vacation more today than they've needed one in four years
- **54 per cent** of Canadians report they used all their vacation days—they also report feeling better about their jobs when they return
- **22 per cent** of Canadians report cancelling vacation plans because of work
- **24 per cent** of Canadians prefer to stay at home during vacation—a “staycation”
- **59 per cent** of Canadians have vacationed in their home province
- **14 per cent** of Canadians report feeling guilty about taking vacation
- **49 per cent** of Canadian employers report that they expect workers to check in periodically while on vacation

Source: Canadian Centre for Policy Alternatives (CCPA) Mercer survey – Employee statutory and public holiday entitlements



DON'T FORGET TO CALL YOUR BOSS WHEN YOU'RE ON VACATION? NOT!

Thumbs down

Atwork/IWH/CALM

IF YOU use a hand-held device such as a BlackBerry or an iPod, do you experience hand or neck pain? If you answered yes, you're not alone.

About 85 per cent of people who took part in a small study reported pain in at least one body part, particularly in the hand, neck and shoulder areas.

"This result suggests that hand-held devices may contribute to musculoskeletal symptoms or disorders (MSDs)," says Institute for Work and Health scientific director Benjamin Amick, who co-authored the study along with Richard Wells and Sophia Berolo, both of the University of Waterloo. The study's results are published in *Applied Ergonomics* 2010.

MSDs—pain in the muscles, tendons and other soft tissues—account for more than 40 per cent of all lost-time compensation claims in Ontario.

Participants in the study answered questions about how much time they used a hand-held device each day and any symptoms of pain in the hands, arms, shoulders, upper back and neck.

A total of 137 participants—recruited from a university setting—reported using a hand-held device and spending an average of more than four-and-a-half hours every day texting, scheduling, browsing the Internet, making phone calls and gaming.

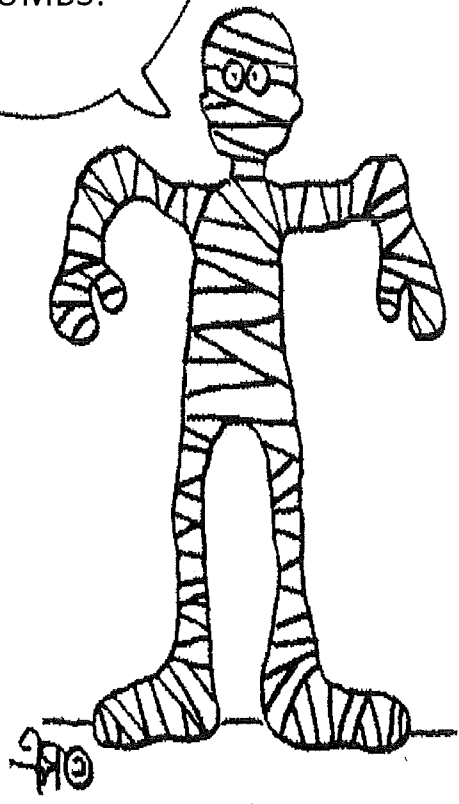
The total time spent using a hand-held device on a typical day was associated with moderate and severe pain in the base of the right thumb, the shoulders and the neck.

The issue stems from the small size of these devices," says Amick. "Users tend to hold them in their fingers and press the tiny keys with their thumbs."

Institute for Work and Health

REPORT

Protect yourself
Limit your use of
Black Berries!
SAVE YOUR
THUMBS!



HEALTH AND SAFETY REPORT

Your divisional health and safety team has been working on the following issues:

- a) Georgian glass in all institutions and some probation offices
- b) The recently completed probation survey
- c) Secure isolation release plans
- d) Violence protection policies and risk assessments
- e) Post traumatic stress
- f) Fire safety plans
- g) Physical demands analysis

We will continue to push the employer get these items resolved as soon as possible. We feel confident that we can come up with some good results for all employees.

The majority of problems Youth Services Officers face stems from the Child and Family Services Act. The Act previously dealt with children 15 years and under, but after disentanglement from Corrections the ministry ado classification procedures. Currently, the Ministry houses 12 year olds with 20 years old. In addition, the employer mixes opposing gang members together. The union believes these policies has resulted in an increase in assaults on staff and youths.

PLEASE CONTACT YOUR HEALTH AND SAFETY REPRESENTATIVES SO THEY CAN MONITOR THESE ASSAULTS !



FLU SHOTS

The Ontario Public Service (OPS) will be offering workplace influenza immunization clinics for OPS employees this fall. Fifty-nine flu clinics are planned at forty-eight sites across the province.

Clinics will begin on November 15th. Participation is voluntary and walk-ins are accommodated, along with pre-booked on-line appointments.

A *Topical* article and OPS Weekly announcements will be sent to employees and communicated locally.





Members need to mobilize for bargaining!

The OPS will be gearing up for bargaining soon as our contract expires on December 31, 2012. Demand setting meetings will need to be organized and members need to attend so that they can have a say.

Get Involved!

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