



A PUBLICATION FOR THE MEMBERS OF OPSEU
www.opseu.org

our ontario

FALL 2006 | NUMBER 16

Part-time workers, full-time fighters!



OPSEU EXECUTIVE BOARD MEMBERS

REGION 1 Southwestern Ontario



Ron ELLIOT, 3rd V.P.
519/646-3252 (w)
519/438-4117 (h)
relliot@sympatico.ca

REGION 2 Southern Ontario



Leah CASSELMAN
President
416/443-8888 x8300 (w)
905/659-2225 (h)
416/443-8713 (fax)
lcasselman@opseu.org

REGION 3 Central Ontario



Doris MIDDLETON, 6th V.P.
705/325-7408 x4426 (w)
705/238-8003 (cell)
705/325-3420 (fax)
doris.middleton@sympatico.ca

REGION 4 Eastern Ontario



W. Smokey THOMAS
1st V.P./Treasurer
416/443-8888 x8303 (w)
866/264-4982 (cell)
416/443-0017 (fax)
wthomas@opseu.org

REGION 5 Greater Toronto Area



Nancy PRIDHAM, 8th V.P.
416/407-4594 (cell)
416/532-3354 (fax)
nancypridham@look.ca

REGION 6 Northern Ontario



Sue BROWN, 4th V.P.
705/474-1200 (w)
705/729-1442 (h)
705/499-5129 (cell)
brownsue@sympatico.ca

REGION 7 Northwestern Ontario



John O'BRIEN, 5th V.P.
807/473-2178 (w)
807/628-8066 (h)
807/628-4364 (cell)
807/628-8081 (fax)
jobrien2@tbaytel.net



Gino FRANCHE
800/265-2705 x234 (w)
519/354-4607 (h)
519/359-9197 (cell)
519/352-9241 (fax)
ginoebm@sympatico.ca



Jay JACKSON, 7th V.P.
905/845-9430 x2320 (w)
905/877-9050 (h)
905/536-6476 (cell)
905/877-8801 (fax)
union@castle.on.ca



Pauline TAPPING
905/853-4809 x6213 (w)
905/727-8754 (h)
416/420-6170 (cell)
905/727-9697 (fax)
ptapping@can.rogers.com



Robert EATON, 2nd V.P.
613/345-1200 (w)
613/340-2521 (cell)
613/925-5334 (fax)
bobeaton@digitalnetworks.ca



David RAPAPORT
416/325-2282 (w)
416/651-1659 (h)
drapaport@opseu.org



Richard LARCHER
705/564-4311 x217 (w)
705/897-2275 (h)
rlarcher@sympatico.ca



James TOCKER
807/473-2054 (w)
807/627-0625 (cell)
807/767-3888 (fax)
tockerja@tbaytel.net



Mary ING
519/685-8300 x74877 (w)
519/661-8514 (cell)
m.ing@sympatico.ca



Eduardo ALMEIDA
905/523-8800 x369 (w)
905/574-5943 (h)
289/439-2135 (cell)
905/574-5704 (fax)
eddiea@sympatico.ca



Patty ROUT
905/576-8711 x3418 (w)

905/439-8044 (cell)
badger7529@rogers.com



David LUNDY
613/213-1953 (cell)
davidlundy@sympatico.ca



Peggy MAYBURY
416/235-4218 (w)
416/696-1889 (h)
416/522-0592 (cell)
peggymaybury@sympatico.ca



Peter WALL
705/372-2212 (w)
705/362-0282 (h)
705/372-3310 (cell)
705/372-2245 (fax)
peterw@ntl.sympatico.ca



Joe CATROPPA
807/343-7687 (w)
807/344-9967 (h)
807/628-5147 (cell)
807/344-9968 (fax)
jncat@tbaytel.net



opseu
direct
the answers you need.

416-443-8888 | 1-800-268-7376
www.opseu.org | opseu@opseu.org

OPSEUdirect, our union's one-stop resource centre, continues to expand its service across the province.

Our staff are trained to answer questions on a wide variety of labour topics and current events. They can easily access membership databases and collective agreements.

OPSEUdirect ensures that all inquiries are responded to in a

timely fashion and tracked for resolution. As well, we make it easier for members to get quick answers to basic questions. If we cannot answer questions immediately, we can track down someone who can.

The centre is open between 8:30 a.m. and 5 p.m. Monday to Friday. If you call after hours you can leave a message in our night mailbox. And we'll get back to you.

HAS DALTON McGUINTY LOST HIS WAY?



Dear OPSEU member,
Our Premier seems utterly lost.

Not long ago, Dalton McGuinty was passionate about public services. When the Tories pushed for privately-run hospitals in Brampton and Ottawa, McGuinty promised to “take these hospitals and bring them inside the public sector.”

On election night, he told public employees that “I value your work and look forward to working with you so we can provide still better public services.”

Three years later, McGuinty is heading the wrong way.

In health care, Ontario now has not two, but 31, private hospitals in the works. McGuinty’s new health networks are poised to use privatization to slash the wages of health care workers.

In education, the Premier stood silently by as Ontario colleges fought against quality education during a three-week faculty strike. And he is still barring 16,000 college part-timers from the legal right to join a union.

Human rights are not his thing, of course. If Bill 107 passes, people who seek help from the Human Rights Commission will have no guaranteed investigation of their complaint, no guaranteed legal support, and no right to appeal. Justice will be denied.

Government work of every kind is strapped for cash. Many social services, for example, only survive because workers subsidize them with their low wages.

The Ministry of Natural Resources is another example. Already left for dead by Harris, MNR has been squashed flat under McGuinty. Conservation Officers can’t even afford gas for their trucks. Even \$7.75-an-hour student jobs didn’t survive the recent round of park cuts.

There is a better way. When Alberta Premier Ralph Klein found out a privately-run courthouse would cost more, he killed the deal. Klein also killed a privately-run hospital when he saw that nobody knew more about building it than the Calgary Health Region.

It’s a fact: No one is better qualified to deliver public services than public sector workers. Dalton McGuinty used to know that.

Between now and the next election, it is our job to carry the flag for publicly-run, well-funded public services. It is our job to set the agenda. Because while our premier may be lost, we’re not. Our Ontario belongs to the people of this province, not the corporate fat cats who see public services as just another profit centre.

In Solidarity,

Leah Casselman, *President, OPSEU*

In this issue

- 4 Convention 2006
- 5 CBS National Contact Centre organizes
- 6 Benefits fund celebrates 10 years
- 7 SuperJail returns to OPS
- 8 College workers fight for quality
- 10 Fight for human rights
- 11 Part-time workers, full-time fighters
- 14 Sticking with the union
- 15 Niagara Casino workers mobilize
- 16 Save Ontario parks!
- 17 The greening of OPSEU
- 18 Field day for poachers
- 19 OPSEU online

Publication Mail Agreement No. 40062655
Our Ontario, the official publication of the Ontario Public Service Employees Union, is published for OPSEU members.

Editor: David Cox
Translator: Paul Lau
Designer: Emily Visser
Contributors to this issue:
Paul Bilodeau, David Cox, Don Ford,
Sarah Jordison, Megan Park,
Jaclyn Proudfoot, Randy Robinson

Cover image: Brian Willer



Printed on Rolland Enviro100, which contains 100% recycled post-consumer fibre, is EcoLogo, Processed Chlorine Free and FSC Recycled certified and manufactured using biogas energy.



CONVENTION 2006

The 2006 OPSEU Convention was held in Toronto April 20-22, 2006

Suzuki speech the highlight of 2006 Convention

Union's green plan launched

OPSEU presented the Stanley Knowles Humanitarian Award to Dr. David Suzuki who asked delegates to work towards a more sustainable use of our planet's resources.

"We have to use our foresight and we have to act on it," Suzuki told about 1,500 delegates, alternates, and observers.

In their focus on global economic growth, economists ignore water, air and soil, even though we need those basic elements for our survival, he said.



OPSEU AWARDS

Brian Wilson, Local 317, received the Health and Safety Award (individual) for years of dedication.

Locals 560 and 561 (Seneca College) were awarded the Health and Safety Award (local) for the installation of defibrillators.

Joe Daniel accepted the Human Rights Award for Local 506, Ministry of Transportation.

Peggy MacDonald, of Local 433, accepted the Human Rights Award for Outstanding Individual.

Stephanie Blake, former president of Local 596 at Ryerson University, accepted an Honourary Life Membership Award.

Edna Bowes, former Executive Board member, accepted an Honourary Life Membership Award.

Ethel Birkett-La Valley, former president of Local 306 and Vice-president for Region 3, was awarded an Honourary Life Membership.

The Coalition of African Canadian Community Organizations was awarded the Rainford Jackson Education Fund annual award.



Fight for Justice

In her annual message to the union, President Leah Casselman promised OPSEU would continue to fight for justice and fairness for all workers. She also paid tribute to the college faculty for their steadfast fight "against an employer who categorically refused to bargain a contract."

She said the strike need not have happened, and attributed it to "gamesmanship" on the part of the current government. "Labour disputes are not a game."

Casselman also called on the union to continue to support the 16,000 part-time college workers still legally barred from organizing, and for the restoration of successor rights in the Ontario Public Service and in the LCBO.

The 2006 Convention was dedicated to the memory of John Stammers, Local 558, who died after injuries suffered on a picket line during the College Academic strike in March.

For more information visit <http://www.opseu.org/convention/convention2006.htm>

Photos: Bill Majesky





Sudbury billboard up during the vote



The Inside Committee celebrates the day of the victory
Photos: Don Ford

Union success story... Achieving the “impossible”

by Don Ford

Two other unions tried...and failed. They said it was impossible. Then it was OPSEU's turn.

The target: The Canadian Blood Services' (CBS) National Contact Centre in Sudbury. The result: On July 11, 2006, OPSEU welcomed 243 new members.

It was a long, hard and at times frustrating campaign. But in the end, these workers at CBS won the right, like their colleagues elsewhere in Ontario, to be part of OPSEU.

The National Contact Centre handles calls from clients across Canada, answering queries about donating blood, booking appointments and doing “call backs” to previous donors, asking if they would like to donate again.

Organizing was not easy: “The inside committee was subjected to harassment, provocations and attempts to drive a wedge between ourselves and our co-workers,” said organizing committee member Shirley Canning. “Management put us

under a microscope It was pretty horrible at times.”

Still, the committee persevered. They knew that they had to not only deal with the pressure from the employer, but also had to quell fears and skepticism from their own co-workers.

OPSEU Staff Representative Denis Boyer said many had no experience with unions. “Some thought that if they voted for a union, there would be an immediate strike and people would lose their homes. It can be tough to overcome that kind of misinformation.”

However, that didn't daunt the organizing committee. They spent time talking, explaining and listening to workers. Having other CBS OPSEU members as a resource was invaluable to the drive.

“The Sudbury employees were touched and grateful that other CBS employees cared enough to help them join the union,” organizer Gayle Lebens said. “These OPSEU members would arrive in Sudbury, put in 12- and 13- hour days on the campaign, and then head right back to their usual grueling schedules.”

Vote day was nerve-wracking for everyone involved. “We knew it was going to be close,”

Lebens said.

“The cheers could be heard blocks away,” said Lois Boggs, an OPSEU member-organizer who came in to assist.

After the gruelling months of campaigning, the real work, to unite employees who had been on opposite sides of the drive, was about to begin.

“Surprisingly, a lot of the employees who voted ‘no’ to the union called and voiced their support,” said Boyer. “We took 40-50 calls in the first two weeks after the vote. Employees expressed a real desire to come together to build and strengthen their union in the workplace.”

On August 3, 2006, OPSEU's newest local elected stewards, a local executive, a negotiating team and a pay equity team.

New president Sara Lauten and the executive of Local 619 prepare to take on the challenges ahead. The 243 new OPSEU members now have a voice, and the power to make some substantial and positive changes in their workplace, as the newest OPSEU members.

For more information on how to join OPSEU visit <http://www.opseu.org/organizing/organizmain.htm>

Benefits fund celebrates 10 years

by Paul Bilodeau

Benefits are one of the reasons people join unions. But people who work for small social services or health care agencies often can't get dental care or drug coverage.

Getting benefits for those who need them most was one of the primary goals behind the formation in 1996 of the OPSEU Joint Trusteed Benefits Fund. Known simply as "the trust fund," it was the first of its kind for any public sector union in Canada.

"Our membership in the Broader Public Sector was growing as we organized new members, and we needed a way to get benefits for people who never had them," recalls OPSEU President Leah Casselman. "Partnering with the employers and shopping for an insurance carrier made a lot of sense."

Trustee candidates wanted!

The OPSEU Joint Trusteed Benefits Fund is seeking enthusiastic OPSEU members to join its Board of Trustees. An equal number of union and employer trustees represent the partnership nature of the Trust.

The Trust Fund maintains a pool of candidates from which trustees are selected in a manner that assures diversity and geographic representation. They are appointed for a two-year term and may be reappointed for additional terms.

Interested members who are now part of the Trust should submit a letter of interest and a resume (including two references) to:

Trustee Selection Committee
c/o Kim Macpherson
OPSEU Joint Trusteed Benefits Fund
#7 – 156 Duncan Mill Road
North York, Ontario M3B 3P8
Tel: 1-877-766-7823
Email: kimm@ojtbf.ca



Staff at the OPSEU Joint Trusteed Benefits Fund celebrate the fund's 10th anniversary. Left to right are Bill Mathison, Kurt Rose, Anna Addoriso, Tina Law, Maggie Wu, Kim Macpherson. (Ann Marie Stuart is absent from the photo.) Photo: Brian Willer

The idea came from the OPSEU Membership Benefits Unit, then headed by Heather Gavin, now Chief Administrative Officer of the OPSEU Pension Trust.

Bill Mathison was recruited out of the community college system. He attended countless membership meetings to convince bargaining teams about the concept, then went to employer relations committee meetings to introduce the concept to employers.

At the end of its first year, the trust fund insured 236 people and collected annual premiums of \$96,000. Ten years later, it has total premiums of more than \$30 million and provides benefits for more than 6,500 workers in 90 bargaining units.

Mathison, now directing a staff of seven as Executive Director, attributes much of the growth to the determination of negotiators who bring it to bargaining tables, and to managers of agencies strapped for operating funds.

The George Hull Centre for Children and Families was one of the first community agencies to join.

"It was a no-brainer," says Rick Arseneau, the agency's director of administration. "You're never going to beat the price. There's no brokerage and commission fees."

Arseneau has served as chair of the Board of Trustees for the past two years, a position that's

rotated between union and management representatives. SSQ, the trust's insurance partner since 2004, is the only unionized insurance company in Canada.

The trust fund has been successful in attracting agencies involved in the fight against HIV/AIDS, including coverage for employees of Casey House, Toronto's major AIDS hospice, the AIDS Committee of Toronto, the Ontario AIDS Network and the Canadian AIDS Society.

The trust fund also offers a mini Employee Assistance Plan (EAP) — usually accessible only to larger employers. It's also one of the few benefits plans that offers a 90-day arbitration appeal process for people who are cut off benefits.

When Ontario liquor board employees took a strike vote in the summer of 2005, the trust fund was there to guarantee benefits in the event of a strike. The fund also offers travel assistance coverage, including trip cancellation and out-of-country emergency medical for those not covered under benefits plans.

As it heads into its second decade, Mathison says the key to keeping costs down is to get more employers to buy into the plan. "Economy of scale means more savings for everyone."

For more information on the OPSEU Joint Trusteed Benefits Fund: www.ojtbfc.ca

SuperJail returns to OPS

by Don Ford

November 1999: The announcement shocked not only the OPSEU Corrections Division but the whole union.

The Ministry of Correctional Services announced that the new superjail being constructed in Penetanguishene would be privately run.

The Town of Penetanguishene had been led to believe all along that they would be getting a public service facility. The reversal left the town shaken, confused and angry.

"We didn't know what to do, or what to think," said Sharon Dion, a Penetanguishene small business owner who helped form Citizens Against Private Prisons (CAPP). "We were used to having the mental health centre here in town. We knew what to expect from a government operation. A private jail was unknown territory."

OPSEU did what OPSEU does best: immediately began mobilizing the members of the Corrections Division to re-start the privatization fight. This time, however, things didn't look that promising.

"The Harris Tories had just been re-elected for another term," said corrections activist Dave Graves. "Harris was clear (that) protestors could scream in front of Queen's Park 24 hours a day. He just

didn't care."

But Dalton McGuinty, then leader of the Official Opposition, said a Liberal government wouldn't allow privately-run adult facilities in Ontario. "Private jails are a failed experiment and have no place in Ontario," McGuinty said.

The Ontario NDP also opposed the plan.

An American private company was named to run the jail in mid-2001.

OPSEU organized the privately-employed correctional officers, and fought to negotiate a collective agreement that would closely mirror the contract for OPS correctional officers.

"It was a tough fight," said Sean Wilson, president of Local 369 at the jail and a member of that first bargaining team. "We knew that we weren't going to get everything in the first contract. However, our members stood solidly behind us, with strong strike votes and attendance at all the information meetings."

Still, struggles at the jail continued, especially on staffing and health and safety issues. Then, in 2004, Dalton McGuinty's Liberals were elected to Queen's Park.

"We had a long list of issues we wanted addressed by the new government," said OPSEU

President Leah Casselman. "High up on the list was getting rid of that American company in Penetanguishene and returning it to the public sector."

With the election, the impossible suddenly seemed possible again. The contract in Penetanguishene was set to expire in fall 2006.

On April 27, 2006 the government announced Central North Correctional Centre (CNCC) would transfer to public operation.

OPSEU's lobbying efforts had forced the opposition parties to take a firm position against private jails. So when the Liberals formed the government, they were cornered, but it still took three years of continued lobbying.

Both local president Wilson and Penetanguishene resident Dion were ecstatic:

"Most of the health and safety complaints we had were just trying to get the existing practices that were in place in public service jails," Wilson said.

"It was a daily fight, and we weren't sure if we were ever going to succeed. But we never gave up."

For more information, visit <http://www.opseu.org/bps/corrections/index.htm>.

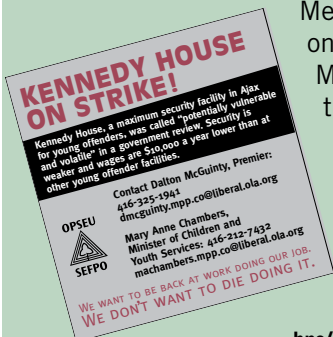
Kennedy House members on strike!

Members at Kennedy House in Ajax went on strike on March 28. Kennedy House's Mike Marshall talks to a golfer attending the Premier's tournament about the long-running strike at the young offenders facility. Local 361 strikers picketed the Liberal party fundraiser, Aug. 21, at a ritzy golf course north of Toronto.

For more information, visit <http://www.opseu.org/bps/corrections/kennedyhouseindex.htm>



Photo: Jaclyn Proudfoot.





OPSEU declares victory in three-week college strike

by David Cox

Community college faculty in Ontario had simply had enough.

The 9,000 OPSEU members were tired of watching the long, slow decline of the quality of education they have been able to deliver. So, in March, 2006, they made their stand to defend the quality of education in our colleges.

“...management had to address the true deficit in the colleges which was one of quality.”

Since the mid-1990s, faculty in Ontario's 24 community colleges have struggled mightily to teach while class sizes have mushroomed, and the quality time faculty can spend with individual students has decreased.

Meantime, their employers, the colleges, have stacked the deck by using more and more underpaid, contingent part-time workers.

When it came time to negotiate, quality issues were

again at the top of the list of OPSEU demands.

Clearly, the management group representing the 24 colleges had its own agenda. That was to smash the credibility of the experienced union team, to wrest total control over the colleges.

From the beginning, the colleges maintained that the dispute in the colleges was simply over money. They said they could not afford the union's demands. The union, for its part, said salaries were an issue, as they almost always are in any labour dispute, but management had to address the true deficit in the colleges which was one of quality.

A last-moment deal might have been possible, but instead of moving towards the union position as negotiating parties must do, the colleges put further union concessions on the table. In moving away from the union's position, the colleges signaled they had no intention to bargain in good faith at all. The strike was on as of 12:01,

March 7th.

Ted Montgomery, lead union negotiator for the colleges, said the administration's absolute refusal to bargain was what caused the strike. “They knew that this offer could not produce a settlement. They wanted to provoke a strike.”

With all of this happening, the Liberal government appeared to be asleep at the wheel, unaware of the possibility that the lives of 150,000 college students could be disrupted.

There was no bargaining until March 16. That's when the largest-ever gathering of college faculty in Ontario's history was held in Toronto. More than 5,000 college teachers, librarians and counsellors held a mass rally in Dundas Square, followed by a march to Bay and Wellesley Streets.

At the rally, Montgomery was able to announce the news that this huge outpouring of support for their bargaining team's position forced Colleges Minister Chris Bentley to act. Bentley called separate meetings



where he asked both parties to get back to the table. Bargaining recommenced the following week.

“More than 5,000 college teachers, librarians and counsellors held a mass rally on March 16th...”

Management, meanwhile, committed a massive gaffe, “guaranteeing” the school year for each student. The question was — how would 24 different colleges accomplish this? Some colleges claimed they would do it

with replacement workers, scabs, or managers. Others said it could not be done. But, as one college president told the media, what the management was really trying to do was “buy time.”

“I think (management) did us a great favour,” said Paddy Musson, chair of the CAAT Academic Division Executive and co-chair of the strike committee. “I think that coming out with such a clearly untenable plan, such a screwball plan, helped to get the minister to call the parties together,” she said.

Bargaining got underway, but went nowhere. So, on March 22, the union called for binding arbitration so the issues could be decided by an independent third

party, and so students could get back to class.

In the end, the union gained what it wanted — an independent third party to look into the question of workload — truly the key quality issue in the colleges. And, perhaps more importantly, it brought the whole college system, and management’s follies, under the public spotlight for the first time in a generation.

While members now have a four-year collective agreement, the fight for quality education continues.

For more information on the CAAT:
<http://www.opseu.org/caat/colleges.htm>

Photos: Jay Jackson



Tragedy strikes picket line

On March 20, 2006, John Stammers, a professor at Centennial College, was struck by a car on the Local 558 picket line at Centennial College, and died five days later.

John was a professor of accounting, and was very popular among the students for the energy he put into his classes. John was also a solid supporter of his union, and was always looking for ways to make the college work better for students. He will be missed.

Human rights activists oppose McGuinty's planned changes to system

by Sarah Jordison

When the McGuinty Liberals introduced Bill 107, they claimed it would make our human rights system stronger, faster and more effective, to better serve the people of our province. But will it?



Janice Gairey, OFL Human Rights Director

The same human rights activists and victims of discrimination who have called for reforms to Ontario's Human Rights Commission (OHRC) for more than a decade are now the biggest critics of the McGuinty government's proposed changes to Ontario's human rights system in Bill 107.

"The problem is the Bill doesn't do what the government says it will. Worse, it takes away fundamental rights we now have entrenched in the Human Rights Code," says David Lepofsky, a prominent disability activist and OHRC claimant.

Royland Moriah of the African Canadian Legal Clinic says Bill 107 will make things worse for African Canadians. "Respondents are often corporate or government bodies with the money to fund the best lawyers and resources

they need for their defence. Bill 107 puts complainants at an immediate disadvantage because it takes away the guarantee of support for claimants, it gets rid of public investigators and gives the Tribunal even greater latitude to dismiss cases," he says.

Under the current system, someone who feels their rights have been violated files a claim with the Human Rights Commission. The commission, armed with the legal powers of search and seizure, investigates the case and if warranted provides mediation services to settle the case. If the case cannot be settled through mediation the commission provides a lawyer, who is an expert in human rights, to prosecute the case before the Human Rights Tribunal.

The real issue is that the current system is underfunded, resulting in delays.

"The commission simply doesn't have the funding to manage all the claims brought before it," says Terry Downey, former OHRC investigator, now vice-president of the Ontario Federation of Labour. She says this means the commission can't handle all the cases it should.

"The people who work at the Commission have been advocating for change for years," says Downey.

But not this kind of change. If Bill 107 does pass, rights will be severely diminished.

The widespread opposition to the bill was heard loud and clear at public hearings held in August 2006 in London, Ottawa and Thunder Bay.

"Rather than in effect getting rid of the Commission, we need changes that ensure meritorious claims aren't dismissed," Lepofsky says. "We need a system where claimants are supported through the



Tim Brown, Chair of OPSEU's Aboriginal Circle

process, investigations are done thoroughly in a timely manner and the resources are there to handle caseloads."

More than 60 prominent human rights activists and organizations have signed a letter to McGuinty outlining their concerns.

A copy of the letter and complete list of signatories can be found at www.protectyourrights.ca



John Rae, OPSEU Disability Rights Caucus
All photos by Greg Bennett

**PROTECT
HUMAN
RIGHTS**
**STOP
BILL
107**
www.defendhumanrights.org

In Canada today, about 22 per cent of workers pay their bills with part-time jobs.

A typical part-time worker earns less than a full-timer doing the same job. Only a few part-timers have health benefits. A pension plan is a dream for most.

Some part-timers are “casuals,” but there’s nothing casual about part-time life. Many part-timers race between two or three jobs just to put food on the table. Family life suffers.

The people on these pages are part-timers who don’t accept the status quo. They don’t accept second-class citizenship.

They’re part-time workers, but full-time fighters.

Part-time workers, full-time fighters! *Grassroots activists stand up for precarious workers*

by Randy Robinson

*“There’s always
the concern for
hours”* Rain Loftus,
Store 393, Liquor Control
Board of Ontario, London
President, Local 163

“The lousy thing about the LCBO is you’re guaranteed no hours,” says Rain Loftus, a part-time liquor store worker in London. “You can work anywhere from 40 hours to zero.”

By any measure, the Liquor Control Board of Ontario is a big, rich employer. The LCBO pours \$1 billion a year in profits into government coffers, not counting the taxes drinkers pay on booze.

But all that cash doesn’t stop the LCBO from trying to keep its workers poor. Of the 5,400 OPSEU members at the LCBO, at least 56 per cent are casual employees. They have no health benefits and no guarantee of hours.

“Whenever there’s a crunch in the budget, it’s always the casual hours they come after,” Loftus says. “It creates an atmosphere of fear. People won’t fight things that come along for fear of being transferred or seeing their hours reduced.”

The bad atmosphere hasn’t stopped Loftus. As president of



Photo: S. Martin, Canapress

Local 163, he represents workers at over 30 London liquor stores.

“I decided I’m going to do what I can to step up and help my co-workers,” he said.

He’s not alone. In June 2005, LCBO employees joined OPSEU.

“Since we’ve joined OPSEU, we’ve got a lot more stewards,” says Loftus. “The employer is seeing the education we’re getting with OPSEU, and the professionalism.”

Members have noticed their new union, too, says Loftus.

“When they noticed OPSEU was during contract negotiations last year, when they received more information than they ever had before,” he said. “And now if somebody has, for example, a Workplace Safety and Insurance Board (WSIB) claim, they’ve seen dramatically increased service

— they can call OPSEU direct any time.

“We’ve been able to clean up a lot of grievances a lot quicker and we don’t have the backlog that we had previously.”

Loftus sits on the OPSEU committee working to get benefit coverage for casual workers at the LCBO. But with the low pay casuals earn, no employee-paid plan is likely to provide all the coverage members want, he cautions.

“My message to the employer is, if you want to keep good casuals around, then maybe you want to step up — why not be a leader instead?”

For more information visit <http://www.opseu.org/lbed/index.htm>



Photo: S. Lake, Canapress

“A lot of my members live below the poverty line”

Grace Mungal, Community Living Mississauga President, OPSEU Local 251

Community Living Mississauga, the top pay rate is \$15.20 an hour. Part-timers work eight to 32 hours per week.

Grace Mungal, president of Local 251, works eight hours a week.

“I’m seeing a tremendous growth in the number of part-timers, but they’re being treated as second-class citizens,” Mungal says. “What really concerns me is that they are new immigrants, they are women of colour, they are victimized.

“Half of them work two to three jobs. A lot of my members live below the poverty line.”

This year, Local 251 fought back. With strong support from

full-timers, a seven-week strike won new scheduling rules that gave part-timers some control over their working lives. But a bid for benefits for part-timers did not succeed.

“I still and truly will always believe that we as part-time workers have to engage in this battle to win benefits,” says Mungal. “And we have to join forces to increase our wages, because the effect on people’s families of working two and three part-time jobs is terrible. It affects your families, your spouse, your children.

“We need to continue in our battle, we need to continue pushing. If employers want to insist on part-time workers, then we must demand the same sort of salary and the same sort of benefits that full-time workers get.”

For more information visit <http://www.opseu.org/bps/development/splash.htm>

It’s a struggle to survive.

The part-time workers who care for people with developmental disabilities are among the lowest-paid workers in the public sector. Many are just plain poor.

In Ontario, about two-thirds of workers in developmental services are part-time. At



Toronto Mayor David Miller supports Fairness for part-time college workers campaign with members of OPSEU Women’s Caucus at the 2006 Labour Day Parade. Photo: Emily Visser



Photo: OPSEU file

“Government should be doing something”

*Roger Couvrette, Algonquin College, Ottawa
Candy Lindsay, Sir Sandford Fleming College, Peterborough*

Roger Couvrette teaches English and critical thinking at Algonquin College in Ottawa. Candy Lindsay helps students with learning disabilities at Sir Sandford Fleming College in Peterborough.

Couvrette and Lindsay are college workers, but they’re not

OPSEU members. Why? Because it’s against the law.

Under the Colleges Collective Bargaining Act, it is illegal for part-time faculty and support staff at community colleges in Ontario to unionize.

So when Couvrette and Lindsay found out OPSEU was

hiring 13 mobilizers to campaign to change the law, they jumped at the chance. They spent July and August travelling to local fairs and festivals, talking to the public and drumming up support.

“Public response was really good,” says Lindsay. “People are interested because of what they’re going through themselves, having to work two or three jobs, so their family is being affected, and their health care is being affected because they have no benefits.”

Women seem keenest to talk about part-time work, she says.

"A lot of women are affected by the whole issue of part-time work. For example, they can't afford childcare. This is a big women's issue, and it needs to be put on the government's agenda."

Roger Couvrette agrees. "When I was growing up everyone had a job all their lives, but it's a different world now," he says.

"There's a recognition now that more and more people are working part-time, and that government should be doing something to support part-time workers."

"There's an increasing reliance on part-time workers, and now we're realizing that comes with some responsibilities for us as a society."

But change won't happen on its own, Couvrette stresses.

"Until you mobilize, and until

you just say no, they're going to keep doing it to you."

That's the message OPSEU is taking to 16,000 college part-timers this fall.

For more information on the OPSEU campaign for the rights of part-time college workers, visit <http://www.collegeworkers.org>.

All rise! Court workers make gains

Helen Haggith,
Windsor Court House
Steward, Local 154

Behind the elegant façades of Ontario's courthouses, court workers have been an exploited underclass for decades.

"I never knew from one week to the next whether I was going to have two hours or 36," says Helen Haggith, a court reporter in Windsor and a steward in Local 154. "We were required to be on call five days a week, and they would call us at 7:00 in the morning.

The old ways are about to change. This fall, some 1,100 court recorders, clerks, monitors, interpreters and court service workers will be converted to a new job category called "Flexible Part Time." FPT workers will receive, on a pro-rated basis, all the advantages enjoyed by permanent full-time workers.

"It's going to give us a guaranteed minimum salary each and every year, it's going to give us benefits, it's going to give us sick leave, it's giving us paid vacation, and it's also getting us the opportunity for overtime, which in Windsor we haven't seen since 2003," says Haggith, who is helping to implement the plan



Photo: D. Janisse, Canapress

in her local. "It's also providing us with job security through our continuous service dates, because they're recognizing our real original start dates.

"We have people with 25 years of service, and they're finally going to be recognized," she says.

Flexible Part Time was born in the public service strike of 2002.

"People finally got so angry that they knew they had to show solidarity," says Shelley McCormick, a 20-year veteran of the courts and a steward with Local 526 in Toronto. "People were wearing buttons, putting up posters in offices, coming to union meetings, reading the literature.

"And the judges were behind us," McCormick says. "They'd

said for years that we were being treated unfairly."

The strike forced the employer to discuss better jobs for court part-timers. In 2004, a pilot project tested the FPT plan, and in 2005 the OPSEU bargaining team got it into the new contract.

"This is an amazing deal," says McCormick. "I never thought I'd see this."

"Personally, I didn't have a whole lot of hope that it was going to get into the collective agreement, because it's so good for us," Haggith says with a smile. "How many part-time jobs do you know where you get benefits?"

For more information visit: <http://www.opseu.org.ops/merc/attorneygeneralappendix25.htm>

Stickin' with the union:

Whitby and North Bay mental health members solid for OPSEU

by David Cox

When constant change creates uncertainty in the workplace, members know they can count on the support of their union.

Both North Bay Psychiatric Hospital, Local 636, and Whitby Mental Health Centre, Local 331, were divested over the past year. Both locals decided to stick with OPSEU.

North Bay Psychiatric Hospital was divested to the North East Mental Health Centre, (NEMHC), Nov. 21, 2005. Whitby Mental Health Centre was divested March 27, 2006 to a new stand-alone employer.

Despite the lack of successor rights for workers in the Ontario Public Service, both the Whitby and North Bay divestments were successful for OPSEU. In a card-signing drive, the union signed about 98 per cent of all employees at the two locals — about 1,600 members in all.

The Local 331 executive worked hard to ensure the local stuck with OPSEU through the divestment. Joan Gates, Josephine Leung, Karen Preston, Debbie Smithson, Gloria Huard. Missing from picture: Yvonne Lewis. Photo: Brian Willer

“The fact that practically every member in both of these locals chose OPSEU, despite the lack of successor rights, speaks volumes about this union,” said OPSEU president Leah Casselman.

With such a high total of cards signed for OPSEU, North Bay and Whitby both divested with voluntary recognition agreements, giving members ongoing OPSEU representation.

A big issue for OPSEU members at both Whitby and North Bay was holding on to their OPTrust pension. The fact that OPTrust members also qualify for post-retirement benefits after 10 years was key, say local presidents Tony Morabito in North Bay and Joan Gates in Whitby.

“The members, including part-timers, are very knowledgeable about their pension plan,” confirmed Gates.

Both locals now consist of three bargaining units (registered nurses; paramed-RPN; and service-clerical-maintenance).

In North Bay, Local 636 president Tony Morabito said the central support provided by OPSEU was key to the drive. “This support made it easy for us to go to the members and talk to them about their issues.”

Morabito also said the hard



Planning the campaign in North Bay: Local 636 activists Geoff McPhee, Tony Morabito and Jackie Smythe. Photo: courtesy of Local 636

work done in previous divestments made the road easier to travel for his members.

In Whitby, an equally successful drive was held.

The changes are not over at North Bay: There will be ongoing program divestment and program transfers over the next few years, with the possibility that some members could move again, this time to the North Bay General Hospital. “The members know there will be even more changes ahead,” Morabito said.

Bargaining is set to begin this fall in both hospitals. “With this new employer, we’re seeing a less autocratic administration, at least so far, so we are cautiously optimistic,” Gates said.

“We see joining the BPS as a potential opportunity; salaries of health care professionals are very competitive in our region,” she said. But members are also secure in the knowledge they are facing the days ahead with the protection of their union.

“After our experience with the last employer (the OPS) everyone wanted to have a union — no one wanted to be left unrepresented. We’ve always been a unionized local and we’ve always been a part of OPSEU.”

For more information: <http://www.opseu.org/bps/health/mental/index.htm>



Mobilizing works...

Casino security workers get new contract, respect

by Don Ford

If you don't think mobilizing members is an effective way to win a new contract, just ask OPSEU member Pati Habermann.

Pati works for the Ministry of Labour as a program assistant for health and safety. Last January, Pati got a call to help Local 278, security staff at Casino Niagara, bargain a new collective agreement.

Habermann found a local under siege by an American employer who was determined to get rid of the union at the casino: "I knew how to mobilize, but this was a whole new world for me."

"The attacks on the members were relentless, especially the union activists," said Habermann. "The constant scrutiny, cancelled leaves, veiled threats; this employer would stop at nothing to undermine the union."

Virgery Vanier, OPSEU Staff Representative, was at the bargaining table.

"The employer refused to even acknowledge most of our bargaining demands," Vanier said. "They merely went through the motions of negotiating with us."

OPSEU organizers saw the effect this intimidation was having on the members.

"First thing we did was get a regular bargaining bulleting going," Habermann said. "That way, members felt more connected to what was happening at the bargaining table. That went a long way in beginning to build solidarity behind the team."



Casino security staff warned patrons to stay home in the event of a strike. Photo: Courtesy of Lamar Billboards.

The turning point was a demonstration on St. Patrick's Day in front of the Fallsview casino. The employer only expected 10-15 members due to their intimidation campaign. Instead, nearly 300 members turned up in front of the casino.

From that point on, the mood changed. Still, there was a feeling that no one from the outside world knew or cared what was going on inside the casinos.

"We had to get our message out," Habermann said. "We needed some public support."

"It was amazing how members who had been so divided were able to come together..."

In April, OPSEU set up billboards near the casinos, telling the public that the security staff would do whatever it took to get a fair contract. Newspaper ads echoed the sentiment.

A strike deadline was set for June 2. "Now it was real," Habermann said. "It was make or break time."

All along, the union had warned the public that the employer would try to use untrained scabs and managers to provide security in the event of a strike. The union now told the public, via new billboards, that security staff could strike June 2, and, if so, the safety of

casino patrons could be at risk.

OPSEU also wrote to tell travel tour operators to avoid Niagara's casinos. A picket was held in Toronto at the headquarters of Falls Management Group. Picket captain training was held on the sidewalks in front of the casino. There was even a demonstration on the day The Regis and Kelly Show broadcast from Niagara Fallsview Casino.

Finally, the tide turned. In a span of less than 48 hours before the strike deadline, Local 278 had a tentative agreement.

"The biggest stick the employer had was that they were going to force us out on strike," said Jody Hutton, president of OPSEU Local 278. "Once we showed them we weren't scared of them, they did a complete turnaround."

The 3-year agreement included improved job security language, improved scheduling for part-time employees and wage increases that reflected increases in other gaming facilities in the province. There were also improvements to pensions and vacations.

"This local is a very strong local when we need to be," Hutton said. "We will have to show that strength again in the near future and continue to keep close watch on this employer's actions."

For more information, visit <http://www.opseu.org/hps/casino/niagaraindex.htm>

Save Ontario Parks!

OPSEU campaign speaks out for our natural heritage — and the people who protect it

by Randy Robinson



Natural Heritage Educator Diana Haywood, Local 221, and friend Photo: S. Wilson, Canapress

When Queen's Park slashed provincial park staff this year, Natural Resources Minister David Ramsay said it wouldn't be a problem. He used words like "superior" and "fantastic" and "priceless" to describe the experience park visitors get.

Maybe so. But Ontario Parks cut the equivalent of 226 seasonal and regular student summer jobs — a 19 per cent reduction over 2005. And park visitors don't agree that the cuts were harmless. Visitors to the OPSEU web site at www.saveontarioparks.ca complained loudly about reductions in maintenance, fewer patrols by park wardens, park store closures, and cuts to nature education programs.

The Ministry of Natural Resources is one of 15 Ontario ministries that saw its

budget "flatlined" in 2006 — meaning costs went up but the budget didn't.

"In medical terms, 'flatlined' means you're dead," says Arthor Otskinau, a member of OPSEU Local 362 at Petroglyphs Provincial Park, north of Peterborough. "They cut, cut, cut, and they think they're saving, but there's a point where you can't resuscitate the services without spending three times as much."

"I am a seasonal camper at Esker Lakes Park and have been for the past 14 years and can't believe how this year the park has gone downhill," wrote one visitor to the website. "From cleaning the outhouses to cleaning the comfort stations to grass cutting to the hours of the gatehouse, this is by far the worst I have seen the park run."

Who's looking after Fowler's Toad?

"In Canada, Fowler's Toad only occurs along the north shore of Lake Erie," Natural Heritage Educator Diana Haywood, Local 221, explains. "They live, basically, in the sand, within two to three hundred metres of shore. They're nocturnal. When you do see them, they're usually on their way back to shore to get rehydrated."

Despite a habitat restoration project, human activity can put the toads at risk.

"We have a snow fence in place, but we have kids riding down the sand dunes and knocking it over because they think it's a play area," Haywood says.

Over the summer, OPSEU members handed out leaflets and talked to the public in parks from Rushing River (near Kenora) to Bass Lake (outside Orillia) to Rock Point (on Lake Erie). The public reaction was always the same, says Kevin Haywood, a park warden at Rock Point and a steward with OPSEU Local 221.

"We only had a positive response," he said. "People are seeing the deterioration in the parks. We had families coming up and asking for postcards. We also know that people were sending e-mails to the Premier."

Haywood's spouse, Diana Haywood, was hit hard by the cuts. Her summer contract as a nature educator was chopped from 22 weeks to 12. She's worried that staff cuts may further endanger Fowler's Toad and a dozen other species at risk in her area.

Since the recent cuts, there are no staff on duty to monitor or maintain the restoration area, Diana Haywood says.

Nature education has also taken a hit. With Haywood off the job for most of May, June, and September, school trips to the park have dried up.

"We're not doing any school programming, none," she says. "I used to do between 15 and 20 in the spring, and in the fall about 10." Other education programs have seen similar reductions. It's not for lack of interest from park visitors.

"I did a fossil walk a couple of weeks ago, and I had 56 people show up," says Haywood. "People have an interest in the geology, they have an interest in the earth."

Dalton McGuinty needs to open his eyes about the impact of park cuts, Haywood says.

"For a lot of people, the reason they come to Ontario parks is that we have programs that educate adults and kids about what's here, and what we can do to help some of these things so that they're here for future generations.

"He's taking something away



Photo: S. Wilson, Canapress

that means so much to a lot of people."

For more information about the Save Ontario Parks campaign and to sign the online petition, go to www.saveontarioparks.ca.

Going green: OPSEU embraces conservation

by Randy Robinson

Air pollution kills 5,800 Ontarians every year. Our provincial parks are losing staff. Cuts to conservation enforcement are letting poachers roam free. The McGuinty Liberals plan to spend \$46 billion on nuclear power plants. **Does this seem like a good time to "go green"?**

"The need for action on the environment is more urgent than ever," says Gino Franche, an OPSEU Executive Board Member and a member of the union's Green Team. "OPSEU members want our union to be part of the solution."

At the 2006 Convention, delegates voted 100 per cent in favour of Greening OPSEU, a long-term green plan for the union. Hearing a speech from David Suzuki was a great inspiration, Franche says.

"Dr. Suzuki had a huge impact," says Franche. "He

talked about how the members of OPSEU can make a big difference if we work consciously to become more environmentally friendly. He challenged delegates to take the Suzuki challenge (see www.davidsuzuki.org), which consists of things people can do to conserve energy and reduce waste."

This fall, the OPSEU Executive Board will discuss ways to give Greening OPSEU the resources it needs to succeed.

"For the plan to succeed, it's definitely going to take a long-term commitment from the Executive Board," says Franche. "We need a green coordinator. We need a report card — something that our members can look at and say, yeah, we're on track, we're meeting the goals."

"Most of all, we can't make our union greener without the involvement of our members," says Franche. "Communication and education are going to be critical to our success."

For more information about Greening OPSEU, contact the Green Team through the link at www.opseu.org/notices/greeningopseu.htm.



Greening OPSEU calls for action in eight areas:

1. Creating a network of green stewards;
2. Standing up for OPSEU members who work in environmental protection;
3. Conserving energy, water, paper, and other resources in OPSEU operations;
4. Supporting conservation where OPSEU members work;
5. Investing in green growth through OPSEU pension funds;
6. Helping members be green in their everyday lives;
7. Helping to "green" the labour movement; and
8. Working towards greener communities.

Field day for poachers

“The trees, fish, birds and mammals cannot call 911”

by Randy Robinson



Parked: The MNR won't pay for gas to keep Conservation Officers in the field. Photo: OPSEU file

At least the poachers must find it funny.

In 1992, the Ministry of Natural Resources employed 257 Conservation Officers to protect fish and wildlife. As of August 2006, there were 199. That's a cut of 23 per cent. Meanwhile, new logging roads are opening up more wild areas to eager anglers and hunters every year.

“The number of officers protecting our fish and wildlife is down while the pressure on the resource is greater than ever,” said OPSEU president Leah Casselman. “It's a crisis waiting to become a disaster.”

Casselmann spoke to the Ontario Conservation Officers Association at their annual

meeting Aug. 12. Top concern of the COs? They've been stripped of the tools to do their jobs. The Liberal government has slashed their operating expenses.

In the Mike Harris era, each Conservation Officer had about \$300 a week for expenses — chiefly gas for trucks and boats. In 2006, they are lucky to have half that, with \$100 a week being common. That's enough to patrol for about one day a week.

“My members are frustrated at having to sit back and wait for calls about natural resource abuses,” says Fern Blais, president of OPSEU Local 447 and a Conservation Officer in the Pembroke district. “The trees, fish, birds and mammals cannot

call 911 for help when violators are hard at work.

“It's very frustrating for my members when their personal dedication to the protection of the resource is compromised because of budget shortfalls. Not having a sufficient budget to fuel their vehicles is unacceptable.”

Natural Resources Minister David Ramsay says the cuts don't pose a problem. “The public wants to help the ministry with enforcement issues” and is now doing more to stop illegal hunting and fishing, he says.

Maybe poachers can turn themselves in — once they stop laughing.

Make opseu.org your home



opseu online

Ontario Public Service Employees Union

SEARCH

by Jaclyn Proudfoot

It's been quite a decade of change.

More than ten years ago, during the 1996 Ontario Public Service strike, OPSEU set up a web site to keep members informed and help mobilization efforts.

Since then, opseu.org has become one of the best sites for union news with more than 7,000 pages on-line, in two languages, receiving at least 5,000 hits a day.

In 1999, the French-language site — sefpo.org was created.

On both sites, members can view new information on the main splash page, check out the latest happenings in their sector or ministry, or visit numerous active campaign sites.

Web designer Cynthia Clayton

keeps the sites up to date and organized. She also ensures content and format conforms with OPSEU web policy. The site is creative, but avoids technological functions that are hard to download. "Around the province download times are drastically different, especially in rural areas," she said, "so keeping file sizes low and download times short is a commitment we have made to our members."

During bargaining, communications staff are often on call 24 / 7 to post the latest updates. Members can check the web hourly to find out if there is a last-minute settlement, or a strike.

In this year's college faculty strike, members could log on and view newsletters and picket line photos from around the province, find out what the bargaining team was up to, view a web log

from the campaign co-chairs, and get news releases and other pertinent information.

Flashy home-page button designs for campaigns increase the awareness among different OPSEU bargaining units of each other's activities. Members can fill out forms, or sign petitions on the site to support other units and voice their views about union issues, and it allows the general public to have a say as well. More than 1,300 people, for instance, have signed our Save Ontario Parks petition on line.

Another major on-line project, recently completed, is the pictorial history of OPSEU, with a timeline showing OPSEU's major accomplishments.

Take a moment to visit our newest sections at www.opseu.org and www.sefpo.org — you'll return again and again.

SHOW YOUR TRUE COLOURS WITH OPSEU

For orders: <http://www.opseu.org/merchandise/merchandise.htm>
or call 1-800-268-7376x8664

Visit the new OPSEU Vacation Store!

Visitez le nouveau centre de vacances du SEFPO !



OPSEU is pleased to announce the newest member of OPSEU's savings programs for members: Vision 2000 Travel Group, and the OPSEU Vacation Store for member's leisure travel on the OPSEU website www.opseu.org. We hope that members can benefit from the savings on travel that this program offers. Vision 2000 is OPSEU's supplier partner for our Corporate Travel.

– Warren (Smokey) Thomas, First Vice-President/Treasurer

Au SEFPO, nous sommes heureux d'annoncer le tout nouveau programme d'épargne offert à nos membres : le Groupe voyages Vision 2000 ainsi que le Centre de vacances du SEFPO pour les voyages d'agrément dont les détails se trouvent au site Web : www.sefpo.org. Nous espérons que nos membres pourront bénéficier des avantages offerts par ce programme. Vision 2000 est le partenaire fournisseur des voyages d'affaires pour le SEFPO.

– Warren (Smokey) Thomas, premier vice-président/trésorier

Vision 2000 Travel Group is pleased to introduce OPSEU members to the new **OPSEU Vacation Store** to use for their personal travel needs – online or “personal” with OPSEU dedicated leisure agents. Vision 2000 is the largest Canadian-owned Travel Management Company and has been serving Canadians' vacation and corporate travel needs across Ontario since 1953.

Visit the **OPSEU Vacation Store** at <http://www.opseu.org/benefits/vision2000.htm>.

- Discounts for OPSEU members on last minute deals, vacation packages, air tickets and cruises – just identify yourself as an OPSEU member.
- A team of leisure travel specialists for OPSEU members – call 800-387-2440 or email opseu@vision2000.ca
- Special monthly features from our preferred vacation suppliers

An introductory special for OPSEU members – in addition to OPSEU discount!

Book any new vacation with **AIR TRANSAT Holidays Vacation** and receive a **\$50.00 Shoppers Drug Mart Gift certificate**.

Trip must be booked between Sept 15 - Nov 15/06 for holidays booked to travel between Dec 21 2006 and Oct 31 2007. One voucher per booking. This offer is combinable with all other Air Transat Holidays booking bonuses. Minimum purchase of \$1,000.00 per person excluding taxes.

Au Groupe voyages Vision 2000, nous sommes heureux de présenter aux membres du SEFPO le nouveau Centre de vacances du SEFPO pour répondre à leurs besoins de voyages personnels – dont les réservations peuvent se faire en ligne ou « en personne » grâce aux agents dévoués du SEFPO. Vision 2000 est la plus grande société appartenant à des intérêts canadiens en gestion des voyages et elle répond aux besoins des Ontariennes et Ontariens en matière de voyages personnels ou d'affaires d'un bout à l'autre de la province depuis 1953.

Visitez le centre de vacances du SEFPO à <http://www.opseu.org/benefits/vision2000.htm>.

- Rabais offerts aux membres du SEFPO sur les voyages de dernière minute, les forfaits de vacances, les billets d'avion et les croisières; il suffit de s'identifier comme membre du SEFPO.
- Une équipe de spécialistes en matière de voyages d'agrément pour les membres du SEFPO – Appelez 800-387-2440 ou envoyez un courriel à opseu@vision2000.ca.
- Offres spéciales mensuelles de nos fournisseurs préférés des vacances.

Une offre spéciale aux membres du SEFPO – en plus du rabais du SEFPO !

Réservez tout nouveau forfait de vacances auprès de **Vacances AIR TRANSAT** et recevez un **certificat-cadeau de 50 \$ de Shoppers Drug Mart**.

La réservation doit se faire entre le 15 septembre et le 15 novembre 2006 pour un voyage à effectuer entre le 21 décembre 2006 et le 31 octobre 2007. Un seul coupon par réservation. Cette offre peut être regroupée avec toute autre prime de réservation de Vacances Air Transat. Achat minimum de 1000 \$ par personne, taxes non comprises.