

Ontario Public Service Division

January 10, 2008

Protecting Jobs, Building Power Campaign Launched

OPSEU is facing an important challenge in the OPS – one that affects our members’ job security, their career development options, and their union’s power at the bargaining table. That challenge is the transfer of more and more of our jobs to the AMAPCEO bargaining unit.

This employer-assisted poaching of OPSEU jobs has resulted in a substantial increase in AMAPCEO’s membership – at our expense. This poaching must be stopped. We must rigorously defend our bargaining unit, for three main reasons:

Job Security: It pays to be in a bigger bargaining unit in times of downsizing when “bumping” based on seniority becomes critical.

Career development: We lose access to vacancies and promotional opportunities when jobs move out of our bargaining unit.

Bargaining power: Our capacity to win improvements to our members’ wages and working conditions is weakened when our bargaining unit shrinks.

The good news is that when OPSEU takes on these attacks on our bargaining unit, we win. **Our ongoing Trillium Award inclusions campaign has restored more than 3,000 jobs to our bargaining unit.** These were jobs that the employer had, in effect, privatized by giving them to outside consultants and temporary agency workers.

We will build on the Trillium Award success in this new fight to maintain good jobs in our bargaining unit. We established an OPS Bargaining Unit Integrity (BUI) Committee to design a strategy to restore jobs to our bargaining unit when they have been wrongly assigned to the AMAPCEO bargaining unit.

The OPS BUI Committee has developed the “Protecting Jobs, Building Power” campaign. With your help, the union will identify and analyze the job postings suspected of being wrongly assigned and file potentially hundreds of inclusion claims at the Grievance Settlement Board. Our objective is to force the employer to assign new OPS jobs appropriately.

To begin this important campaign, we will be holding workshops in every OPSEU region in the coming weeks to help locals identify the wrongly-assigned jobs and work with the union to bring them back where they belong: inside the OPSEU bargaining unit.

New Family Day Statutory Holiday

The McGuinty Government announced the creation of a new statutory holiday called Family Day. This holiday will be observed on the third Monday of February, and this year falls on February 18, 2008. The Family Day holiday applies to all Ontario Public Service (OPS) employees.

For the OPS, Family Day is a special holiday proclaimed by the Lieutenant Governor and it is therefore captured under the special holiday language in the collective agreements.

Family Day should be treated in the same manner as other statutory holidays, for example, Victoria Day. This means that employees will receive a paid holiday on Family Day, and employees required to work on Family Day have the right to the same entitlements that apply on other statutory holidays.

CERC Meeting Briefing for January 9, 2008

Standing Items

1. Committee Reports
 - a. Job Evaluation/Pay Equity-The parties will continue to meet to achieve the commitments outlined in the Collective Agreement. The Union made a proposal to the Director of the Employee Relations Division for consideration.
 - b. JESS – No update at this time
 - c. Training and Development- No update at this time.
2. Update on Corporate Initiatives
 - a. Service Ontario Update- Representatives from Service Ontario and the MOHLTC attended the meeting to provide an update on upcoming initiatives.
3. Implementation of the Collective Agreement – Parties reviewed the chart and it will be updated to reflect updates.

Business Arising

4. Labour Relations Training
 - a. Employee/Employer Relations training dates have been planned and will be offered until the end of August.
 - b. ERD is exploring offering a Conflict Resolution Course through the CFLL. An update will be provided at the next meeting.
5. Employer's Ongoing Reduction of OPSEU members in the OPS – The union provided the employer with an update and information about the surplus of 2 OAG 8 members. The employer advised that a review of the disclosure process is currently underway. The union once again stressed that “the blood letting must stop”
6. Health and Wellness – An update on the Workplace Safety & Insurance Management System (WSIMS) as part of the Health & Safety Wellness Strategy.
7. Bargaining Unit Integrity –
 - a. ER report back on review that is underway in March-Defer
 - b. The union announced that the **Protecting Jobs, Building Power** campaign is being launched today.
8. II&E the RMA was proclaimed in June – The employer provided the link to the Regulatory Modernization Act on December 20, 2007. The union has distributed this link to all the MERC Chairs on January 8, 2008. The union will review the documentation and provide input if necessary.
9. Grievance Management Update-There is currently a pilot ongoing for MNR. The employer has provided the union with the terms of reference for an MOL pilot. The union will review and respond.
10. Unilateral Downward Re-classification-Response to the union's letter was received by the Union on December 8, 2007. The employer will be responding to the information recently received regarding the new positions created.

New Business

11. Electronic Record of Employment-The employer has committed to following up on this initiative in order to expedite the processing of providing all employees with the required Record of Employment.
12. Final Year of Collective Agreement – The parties discussed the role of CERC in the lead up bargaining.
13. HR Transformation – A meeting will be held within the next 2 weeks to discuss the transformation and its implementation –Defer

Your CERC is: **Eric Morin**
 Kathleen Demareski
 Rhéal Delaquis
 Peter Wall
 Brian Gould

"Nobody got anywhere in the world by simply being content."

Louis L'Amour

Coming Events

- February 18, 2008 – New Family Day Statutory Holiday
- April 17-19, 2008 – Annual OPSEU Convention Toronto