

THE CERC REPORT

OPS PRESIDENTS MEETING

FEBRUARY 4, 2012

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SUGGESTED DEMANDS

Ask yourself the following questions:

- > What changes to the collective agreement will protect public services for Ontarians? Our contract is a barrier to dismantling public services.
- > What are the greatest threats to my job?

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SUGGESTED DEMANDS

Ask yourself the following questions:

- > What are the demands that will prevent the employer from dividing and conquering us?
- > What action am I willing to take?

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SUGGESTED DEMANDS

- > This will be a tough round of bargaining
- > Every round of bargaining is challenging
- > We need to position ourselves so our collective agreement protects public services

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SUGGESTED DEMANDS

- > ***“People rely on public services. And public services rely on the people delivering them getting a fair contract. These are demanding jobs, and ...the people doing them should be treated fairly – nothing more.”***

Toronto Star, February 2, 2012

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SUGGESTED DEMANDS

Job Security

- > Revert back to Ministry-driven process, rather than HROntario
- > Replace “fully qualified” with “minimally qualified” or “entry level requirements”
- > Empower MGS to assign surplus employees to positions

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SUGGESTED DEMANDS

Job Security (cont'd)

- > Before any pre-notices are issued, solicit early retirements and VEOs from more senior employees
- > Allow job trades (Article 10.3.2) for Article 20

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SUGGESTED DEMANDS

Job Security (cont'd)

Appendix 40 (tied to Article 19)

- > Paragraph 2 is much weaker than Article 20.8
- > Ministries “shall” consider, rather than be “encouraged” to consider
- > Lower the threshold of 50 layoffs in a program or service

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SUGGESTED DEMANDS

Job Security (cont'd)

- > Enhance technological change language (Article 20.14.1) so that with any introduction of technological change, the employer will pay for the training

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SUGGESTED DEMANDS

Training & Development

Appendix UN3, Appendix COR6

- > If there are no dollars attached to training & development, the language is not helpful

SUGGESTED DEMANDS

Work Arrangements

Appendix 30 – Workload

- > Strengthen language

SUGGESTED DEMANDS

Work Arrangements (cont'd)

Appendix 42 – Flexible Hours of Work Arrangements

- > Enhance and strengthen language
- > Remove employer's ability to unilaterally cancel such agreements
- > Put template in agreement

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SUGGESTED DEMANDS

Work Arrangements (cont'd)

Tele-work

- > Incorporate language in agreement that tele-work agreements expire with "No Board" report

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SUGGESTED DEMANDS

Students

- > % in lieu of vacation and holidays
- > Supply uniforms on same basis as permanent staff
- > Students to be paid at same rate of pay as in salary schedules

SUGGESTED DEMANDS

Health & Safety

Precautionary Principle

- > A commitment that the employer not wait for scientific certainty before taking preventative action to address issues that cause psychological or physical harm to workers
- > Or even more simply, to err on the side of caution

SUGGESTED DEMANDS

Health & Safety (cont'd)

Musculoskeletal disorder (MSD) prevention

- > Employer in consultation with the joint health and safety committee and/or health and safety representative to develop a program and measures and procedures to prevent musculoskeletal injuries

SUGGESTED DEMANDS

Health & Safety (cont'd)

Bullying and Harassment

- > That the employer prevent bullying and harassment in the workplace

SUGGESTED DEMANDS

Health & Safety (cont'd)

Recognition and Prevention of Psychosocial Hazards

- > Employers should work together with Joint Health & Safety Committees and Health and Safety Representatives to prevent mental distress from work factors. A commitment to recognize and prevent aspects of work that cause physical or mental harm to workers would help reduce the mental distress that workers face.

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SUGGESTED DEMANDS

Health & Safety (cont'd)

Technical Advice to Joint Health and Safety Committees and health and safety representatives

- > Occupational Health Clinics for Ontario Workers (OHCOW) is a recognized and competent source for expert advice on technical issues such as ergonomics or occupational hygiene and is useful to employers, workers, JHSCs and health and safety representatives

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SUGGESTED DEMANDS

Health & Safety (cont'd)

Workers Health and Safety Training

- > To be provide by the Worker Health & Safety Centre (WHSC)
- > WHSC is the agreed upon provider of health and safety training for the OPS

SUGGESTED DEMANDS

Health & Safety (cont'd)

Workers Health and Safety Training (cont'd)

- > Any local agreement to provide certification training by some other agency is contrary to the 1993 MOA and in consequence our members may be receiving substandard H&S training

SUGGESTED DEMANDS

Union Time

- > Add leave for miscellaneous reasons
- > Allow MERC chairs to use Article 23.9 paid time off for MERC business

OPS ALL PRESIDENT'S MEETING



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