



# 555 Horizons LOCAL 555

## Newsletter

January 2005

Volume 2, N° 1

### *Message from the President - Normand Bazinet*

Happy New Year and welcome to the first issue of 555 Horizons for 2005. 2004 was a very busy year with demand setting in the spring, essential services negotiations, a joint labour mass rally at Queen's Park in late November (see photos below), the very successful Xmas Party (see photos below), Local elections and other very important matters. 2005 promises to be very exciting with completion of the essential services agreement, contract negotiations and presidential elections for the OPSEU Spring Convention.



*OPSEU joins with Ontario Federation of Labour for Rally and March Together to Queen's Park, Saturday November 27, 2004*

In support of a new Collective Agreement, considerable effort has already been made and there will be lots of activities planned in the near future. All members of the Liberal caucus and the Premier have been lobbied one-on-one by OPSEU representatives. Leah Casselman had a personal interview with the Premier. They were all made aware that the senior bureaucrats and upper management of the OPS are the same "yes people" that served the two terms of the Harris government which had such a major negative impact on the morale of OPSEU members.

This is a good sign that the lines of communications are at least open with this government. Dalton McGuinty has already demonstrated on a number of occasions that he can be easily influenced by political pressure and will back down from key issues. OPSEU intends to focus on this tendency throughout negotiations and challenge him every step of the way. So when you're asked to come out to a rally or take part in any other political actions in the workplace, you must get involved, you

*Message from the President – ... Cont.'d*

must say yes and you must participate! Your negotiation team is working behind closed doors and counting heavily on your support, both moral and demonstrative, to get the best Collective Agreement, so don't let them down!!



*December 9, 2004 Xmas Party at the Mandarin, master of ceremonies Santa Norm (left photo) introduces invited guests from the bargaining team: Rhéal Delaquis and Paul Myers. Rheal gave a brief talk about the collective bargaining process (standing, upper right photo).*



*You can see everyone was enjoying themselves and never bored for a moment with Santa Norm's mc'ing talents – Norm you have a promising future career on the nightclub-roast circuit when you retire!*

This issue of 555 Horizons contains a summary diagram of the entire negotiation process (see the flow chart on page 3). This should help you to better understand where we are at any given point in the process. The process is often a lengthy one, requiring skilful strategizing, anticipation and manipulation to maximize it to our best advantage.

You are probably unaware that your Local Executive Committee (LEC) has been intensively involved in strike preparation. If you don't have a collective agreement, a necessity and fact of union life is to always be prepared for the possibility of a strike. This includes finding a strike headquarters, preparing necessary forms, membership lists and making financial arrangements. We are involved in a mobilization cluster with several other locals in the north Toronto area, including

# OPS Bargaining Timelines under Crown Employees Collective Bargaining Act

**Essential Services Agreement**  
 expires 190 days before expiry of collective agreement and / or when notice given by party (ies)

**Essential Services Agreement Bargaining**  
**Can start** 180 days before expiry of collective agreement, or dates agreed to by the parties

**Notice to Bargain Issues**  
 90 Days before expiry of collective agreement

**Terms & Condition Freeze Begins**

**... Bargaining ...**  
 Parties shall meet 15 days from notice or time agreed to by parties

**Appointment of Conciliator**  
 either party can make an application to appoint a conciliator

Essential services draws done when team calls for conciliation

**Meeting with Conciliator**  
 usually over a 14 day period

**No Board Report**  
 If no settlement at conciliation

Strategies decision by the Team when call for the No Board and start clock to legal strike position

*17 days countdown starts*

**Mediation**

(not legally required, but usually happens)

**Essential Services Agreement**

in place prior to strike

**Freeze Ends** with start of strike or lockout

**Legal Strike or Lockout**

A minimum of 17 days from issuing No Board Report. 14 days + 2 days for mailing, legal strike on 17th day at 12.01 a.m.

Settlement may be reached at any step

**Ratification Vote in OPS**

- Team calls for vote
- Employer has 48 hours to change offer
- Vote must take place - within 2 weeks on latest offer
- Vote usually 3 days to complete
- 5 days ahead of vote review ES eligibility lists
- within 8 days after vote, complete ES agreement

**Bargaining & Ratification Vote**

**New Collective Agreement**

**Message from the President – ... Cont.'d**

Local 599 (Ministry of Finance, MCSS) - North York Centre & various locations; Local 510 (Ministries of Attorney General, Health) - 47 Sheppard Ave. & various locations, Local 504 (Ministry of Health, MCSS, MBS-SSB) - 5700 Yonge St.; Local 5105 (MBS - Shared Service Bureau); Local 585 (Ministry of Labour); and Local 549 (Ontario Science Centre).

Our objective is to share the costs of finding a suitable headquarters that will serve as a co-ordination, meeting and planning centre should a strike be necessary. It is very important that strike preparedness be carried out to show the employer that we are serious about negotiations. We are currently in the process of securing financial support from the Region 5 Executive to cover the initial costs of a headquarters.

The only official source of reliable information with regards to contract negotiations is “The Source” which I forward to you electronically as soon as I receive it from OPSEU head office. All this information is also promptly posted on the Local 555 website at <http://home.eol.ca/~local555/>.

**We have scheduled a General Membership Meeting (GMM) Monday January 24, 2005. Bob Eaton** (see Bob’s biography below) **is currently the acting Vice-President of OPSEU and he will make a special presentation at our January 24<sup>th</sup> meeting.** He will be running for the position of OPSEU President at the Spring Convention. Bob has been the Vice-President of Region 4 for several years. He is a probations officer from the Kingston area with several years of experience as a union activist. The membership will have a unique opportunity to find out where he intends to take the union in the future.

**General Membership Meeting (GMM) Monday January 24, 2005 from 12:00 noon to 1:00 p.m. at 5775 Yonge Street in the main floor board room, Bob Eaton, Vice-President of OPSEU, will make a special presentation.**

**Bob Eaton’s Biography**

Bob Eaton was born and raised in Windsor, the son of a devout Union family (UAW). Bob received his Honours BA in Political Science and began public service in 1982 as a Corrections Officer at the Ottawa Youth Detention Centre. Bob has served as a steward and has held all positions on local executive committees. He was also a president of the Probation Officers Association of Ontario. Bob has also served as chair on school and church councils and is active in youth sports as coach in both boys and girls athletics. He has been employed as a Probations Officer since 1987. He has been a COMSOC MERC Chair, a member of OPSEU Executive Board since 1999, Regional Vice-President since 2001, 2<sup>nd</sup> VP and currently acting 1<sup>st</sup> VP-Treasurer of OPSEU. Bob and his family reside in Prescott, Ontario.



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