



# 555 Horizons

LOCAL 555

September 2004

## Newsletter

Volume 1, N° 2

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

Welcome to the second edition of the Local 555 Newsletter.

It's official - our newsletter now has a name – “**555 Horizons**”! The lucky winner of our contest – draw was Parsa Pezeshkpour, in the Technical Support Section of MOE. However, Parsa has graciously declined the bottle of wine that was to be presented to the contest winner.

Our new secure email site has been set up and our website will follow shortly. You can now send e-mails to the Local 555 executive at LOCAL555@EOL.CA in strict confidence on any matter. Please note that your e-mails can only be opened by the local executive.

Since our last meeting in June, we have been going through the demand setting process, compiling the results of the survey you all completed. The response was good with 68 replies and the results were compiled and tabulated by Sean Fuller and Charles Wakefield, both stewards in MOE. The results show definite trends and bring out awareness of the issues concerning the local. Details of the evaluation will be presented at the General Membership Meeting (GMM) to be held on Monday September 13, 2004. The meeting will be held in the main floor boardroom behind the reception desk at 5775 Yonge Street from 12:00 noon to 1:00 p.m., so please try to be on time.

At the GMM, members will break up into their respective Bargaining Categories to discuss, prioritize and vote on the issues of top importance in their Category. The groups will then come back together to elect delegates for the Regional Bargaining Conference to be held on Saturday September 18, 2004 in Toronto. Delegate nominations should be forwarded in advance of the GMM to a member of the local executive or to your steward.

### **RULES FOR BARGAINING TEAM ELECTION**

#### **Step 1: Local Election of Delegates and Alternates to the Regional Bargaining Conferences on September 18, 2004:**

At the local demand setting meetings, members run for election either as delegates or alternates. Delegates have voting rights at the Regional Bargaining Conference. The delegates role is to bring forward the views and concerns of their local and vote in elections for the Regional and Category Representatives for the Bargaining Teams. Alternates replace delegates if a delegate becomes permanently unavailable to be a delegate. Alternates may attend the Regional Bargaining Conference with voice but no vote, at the expense of their local.

All delegates and alternates must be stewards for at least six months to run for the Bargaining Team. You can be a new steward attending the Regional Bargaining Conference, but you must have solid union experience to run for the Bargaining Team.

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

At the local demand setting meetings, members elect one or more delegates for each Bargaining Category in which the local has members. These Categories include the Administrative group (Admin), the Corrections group (Corrections), the Institutional and Health Care group (IHC), the Office Administration group (OAD), and the Operational, Maintenance & Technical group (OPM/Tech). In Local 555, we have members in the Admin, OAD, and OPM/Tech groups. In addition, each local is to elect an unclassified delegate and one unclassified alternate. Each Category is entitled to elect representatives to attend the Regional Bargaining Conference according to the convention formula set out in article 13.4 of the OPSEU Constitution.

Local 555 can elect two delegates from each Category according to article 13.4. Delegates are elected by a majority vote (i.e. 50% plus one of those voting).

### ***Step 2: The Regional Bargaining Conferences, September 18, 2004:***

The purpose of the Regional Bargaining Conference is to elect Regional Bargaining Team representatives and the Category delegates and alternates to the Central Bargaining Conference. Delegates elected at their local demand setting meetings attend their respective Regional Bargaining Conference.

Each Regional Bargaining Conference elects:

- One Regional Team member to sit on the Central/Unified Bargaining Team and three alternates;
- one Team member for the Corrections Bargaining Team and three alternates;
- one Regional representative for each other Category and three alternates; and
- one unclassified representative to attend the Central Bargaining Conference and three unclassified alternates.

### ***Step 3: The Central Bargaining Conference, October 2, 2004, Toronto:***

The primary purpose of the Central Bargaining Conference is the final election of the Bargaining Teams. There are two teams: a Central/Unified Bargaining Team and a Corrections Category Bargaining Team. Members who attend the Central Bargaining meeting are elected at the Regional Bargaining Conferences and include: one Regional Team member from each Region (total of seven); one Corrections team member from each Region (total of seven); four Category representatives from each Region (Admin, IHC, OAD, and OPM/Tech), for a total of 28; and one unclassified representative from each Region (total of seven).

There are a total of forty-nine (49) elected delegates at the Central Bargaining Conference. All seven Regional representatives are automatically members of the Central Bargaining Team.

All seven elected Regional representatives of the Corrections Category are automatic members of the Corrections Category Bargaining Team. Corrections Team members elect one member to represent their Category on the Central Team.

The Admin, IHC, and OPM/Tech Category representatives each elect one member for the Central/Unified Team. The OAD Category elects two members to the Central/Unified Team. Unclassified representatives elect one representative to the Central/Unified Team.

The final make-up of the 15-member Central Team is:

- seven Regional representatives
- six Category representatives
- one unclassified representative; and
- one representative from the Central Employee Relations Committee.

This process is designed to maximize democratic representation in the bargaining process. Please get involved in this very important process by attending our GMM on September 13, 2004.

## ***Labour Law - Myron Zurawsky***

Ryerson University provides a Labour Law course that I enrolled in last spring. Here's a few things I learned that I want to share with the membership.

The Ontario labour legislation that applies to us includes the *Public Service Act (PSA)*, the *Employment Standards Act, 2000 (ESA)*, the *Labour Relations Act, 1995 (LRA)*, and the *Crown Employees Collective Bargaining Act, 1993 (CECBA)*. They are on our Intranet site.

The PSA defines members as "Crown employees" and requires us to swear (or "affirm", for you passive - aggressive types) an oath of allegiance to the Queen (nice hat).

The ESA stipulates minimum standards for benefits and working conditions for most categories of workers, including Crown employees. You can't bargain away these rights - a collective agreement cannot impose less than what's in the ESA. It deals with such things as minimum wage, when overtime kicks in, minimum time off for holidays, vacations, breaks, and leaves of absence. Section 50 says you get 10 unpaid days off in case of death, illness, injury or an undefined "urgent matter" involving your immediate family or that of your partner, or a relative who is dependent on you for care or assistance. This is aside from anything we get under our own Collective Agreement, which deals with paid leave. The downside is that the employer has the option to declare that your partial day off is actually a full day off, so if you take the time off, you should negotiate this with your supervisor.

The LRA and the CECBA, as the names suggest, deal with basic employer-union relations and applies some pretty strict rules to such things as union certification, collective bargaining, and strikes and lockouts. The LRA is the basic legislation for most workers. CECBA applies specifically to Crown employees. Although the LRA says it's not binding on Crown employees, the CECBA turns around and explicitly incorporates most sections of the LRA.

Section 72(c) of the LRA states that employers shall not try to dissuade you from becoming a union member or officer of a trade union. As far as OPSEU is concerned, if you're a member in good standing, you can become a steward no matter how long you've been a member. So employer representatives who suggest that a new worker should maybe delay becoming a steward until their probation period ends are probably doing something that they can get into a bit of trouble over.

Section 24(1) of the CECBA explicitly designates OPSEU as our bargaining agent. Part IV requires that essential services agreements be negotiated and that it be done before the end of a contract. I'll be asking some Local 555 people for help regarding essential services for the next round of bargaining. CECBA gives the Labour Relations Board the authority to define and impose one if the employer and union can't agree on one.

If anybody's interested, I have the "Canadian Master Labour Guide" for 2004. It deals with employment law in federal, provincial and territorial jurisdictions.

# Who's Who in Local 555 Contact List

Here is the list of OPSEU Local 555 Executive, Stewards, Trustees and LERC Members and their phone numbers.

Please copy, cut out or save this page for your convenience and future reference.

LERC Members		
Organization	Name	Telephone
Fire Marshal	John, Angela	5-3212
	Montgomery, Mike	5-3127
	Greco, Sophie	5-3121
MOE	Ternowski, Allan	6-3576
	Paul Celsie	6-5946
	Cooney, Irena	6-5684

Executive and Stewards				
Row	Name	Position	Telephone	Section
1	Bazinet, Norm	Steward / President	6-3766	Tech Support
2	Chopra, Sam	Steward / V-President	6-5047	Business Service
3	Ternowski, Allan	Steward / LERC / Treasurer	6-3576	Tech Support
4	Rolston, Romania	Steward / Secretary	6-6853	Business Service
5	Kiss-Adams, Maria	Steward	6-3961	
6	Byng, Elayne	Trustee	5-3227	Fire Marshal
7	Greco, Sophie	Steward / LERC	5-3121	
8	Headrick, Craig	Steward	416-481-9747	
9	John, Angela	Steward / LERC	5-3212	
10	Montgomery, Mike	Steward / LERC	5-3127	
11	Mitchell, Jason	Steward	5-3000	SAC
12	Hansen, Thomas	Steward	2-6665	SMOG
13	Pearson, Don	Steward	2-6673	SWAT
14	Smith, Marsha	Steward	4-4278	
15	Wilson, Michael	Steward	4-4278	
16	Je, Imshun	Steward (to be sworn in Sept.13/04)	6-3760	Tech Support
17	Kistoth, Steve	Steward	6-3701	
18	Wakefield, Charles	Steward	6-3781	
19	Zurawsky, Myron	Chief Steward	6-3787	
20	Cooney, Irena	Steward / LERC	6-5684	Toronto District
21	Celsie, Paul	Steward / LERC	6-5946	
22	Fuller, Sean	Steward	6-5590	
23	Miller, Gary	Trustee	6-5713	
24	Stevenson, Mike	Steward	6-5582	

# Important Announcements

## ATTENTION MEMBERS

Members ***must*** advise their managers about the **2004 Xmas Party on Thursday December 9<sup>th</sup>** to ensure that the scheduling of any job related training courses, workshops, seminars, or meetings do not conflict with this event during that week of December.



**HEYYYYY....  
Brothers & Sisters!**

Mark **December 9** on  
your calendars as  
the date for the  
OPSEU Local 555  
2004 Xmas Party

## The Local Executive is looking for volunteers for the 2004 X-mas Party Committee to help make it as successful as last years venue.

The local website is currently under development pending special training sessions to be attended by select members from the newsletter team, local executive and stewards in early October. The website should be up and running by Thanksgiving or mid-October and members will be notified by e-mail.

The former Cathy Wright, Pesticides Officer (Technical Support Section/MOE), is now married and currently honeymooning with her husband, also an OPSEU member with MNR (keep it in the family), on an island somewhere in the Aegean, in the aftermath of the Summer Olympics!. Congratulations!!

Kathleen Anderson, Senior Environmental Officer (Toronto District Office/MOE), will be “tying the knot” on October 2, 2004, so it looks like she finally got her man! Unfortunately, he is not a member of OPSEU or even MOE, but Kathleen probably prefers it that way. Congratulations!!

Shawn Carey, is our new Environmental Resources Planner/EA Co-ordinator, (Technical Support Section/MOE) having joined us recently from EAB/MOE, will also be “tying the knot”, as the saying goes, on December 23, 2004, just in time for X-mas. Shawn, welcome to MOE Central Region, Local 555 and congratulations on your path to becoming an “honest man” (not that we had any doubts along those lines)!

Celeste Dugas, former Senior Environmental Officer (Toronto District Office/MOE, former steward, as well as Picket Captain during the 2002 strike) changed job locations at the end of July and is now working as an Senior Environmental Officer out of the Sudbury District Office of Northern Region.

One of Celeste’s last acts before leaving was to organize the 2004 MOE Camping Trip, held annually at Awenda Provincial Park, on the weekend of Sept. 10<sup>th</sup>-12<sup>th</sup>. This may be your last chance, so if interested go to [www.ontarioparks.com/english/awen.html](http://www.ontarioparks.com/english/awen.html). Cost is \$25.00/person (2 nights stay & tents only) – send cash or cheques by Sept.3<sup>rd</sup> to Celeste at the Sudbury District Office or contact her by telephone.

### The WINNER is ...

Parsa Pezeshkpour, of Technical Support in MOE, for his submission of “555 Horizons” in our contest-draw. However, Parsa has graciously declined the prize award of a bottle of wine for his winning entry. Al Ternowski is now temporarily off the hook for selecting any wines until the 2004 X-mas party!

**Labour Day September 6, 2004**

**Remember it was the Union  
that brought you the long  
weekend!**



**LABOUR DAY PARADE 2004  
TORONTO A PROUD UNION CITY  
THEME: "ORGANIZING THE UNORGANIZED"**

- Meet @393 University Ave. (east side near Dundas St. Look for the OPSEU flags and signs)
- Time 8:30 A.M. (SHARP).
- Volunteer decorators should arrive by 7:30 a.m.
- Members who require mobile accommodation please call Abidh Khan@ 416-423-7507 or Tony Carneiro @ 416-787-7033. (Limited seating available).

For more information on the parade contact any one of your Executive Board Members:  
Terry Downey @ (416) 254-7146, Nancy Pridham@ (416) 407-4594 or Peggy Maybury@ (416) 528-6826

**So please join us in the activities (bring your Union Card), along with our Sam Chopra, who will be a Parade Marshal. "Sam, we hope you don't lead the Parade up a dead-end street"!** (*Norm Bazinet*)

**REMEMBER this is your newsletter, so the success and continuation of this forum depends entirely on you! We are looking for input and contributing articles from our membership. If you have any, please contact your newsletter staff representative or the editor.**

**Are you aware of:**

Any interesting websites that may be useful and informative to the membership? Let us know!

**Local 555 Newsletter Team**

Andy Gemza	Staff Rep	MOE / IEB
Bruce Weaver	Staff Rep	CSCS / OFM
Parsa Pezeshkpour	Staff Rep	MOE / TSS
Stephen Kistoth	Editor	MOE / TSS

**Contact us:**

email: To be announced

Local URL (under construction):

[www.opseulocal555.org](http://www.opseulocal555.org)

OPSEU URL: [www.opseu.org](http://www.opseu.org)