

Conciliation starts Tuesday, Jan. 13

This Tuesday marks the start of conciliation at OPTrust. With key monetary issues like wages, benefits and job classifications on the table, every member of the OPSEU bargaining unit has a BIG stake in the result.

Conciliation means an important shift in the bargaining process.

Changing the process

After eight days of hard bargaining last fall – and a strong campaign by OPSEU members in the workplace – the two sides finally made some progress. As a result, the two sides signed off on a set of significant non-monetary improvements to our collective agreement.

But just when bargaining was set to start on monetary issues, it hit a roadblock. So the OPSEU team applied for conciliation in December.

Neutral third party

Conciliation means the two teams will now have the help of a neutral third party appointed by the Ministry

of Labour. The conciliator officer's job it is to help the two sides reach a final tentative agreement.

Conciliation can make a big difference as long as both parties are ready to bargain a fair deal. But management has to come to the table with reasonable monetary offer.

Your support is still the key

There is one thing that conciliation doesn't change. Your active support is still critical. Here's why:

- **First**, management needs to get our message that a fair deal on wages, benefits, classifications, and other key issues matters to you. They also need to realize that a good contract can make a big difference to productivity and a positive work environment at OPTrust over the coming years.
- **Second**, they need to see that there's no way you're going to swallow a weak offer – and that you stand behind your OPSEU team and the campaign for a fair contract.

See below for how you can show your support.

Five ways YOU can make a difference!

With conciliation set to begin, the OPSEU mobilizing committee is asking for your help getting the process off to a strong start on Tuesday, Jan. 13. Here are five ways you can help deliver a strong contract:

1 Dress for success: Wear "OPSEU blue" at work on Tuesday, Jan. 13. The more blue you wear, the clearer the message!

2 Accessorize: Wear your OPSEU lanyard on Jan. 13 – and every day until we ratify our new contract.

3 Finish your ensemble: Put on a new blue OPSEU wristband with the timely slogan: United we bargain, Divided we beg!

4 Stick together: Slap on one of our "I'm STILL plugged in" stickers.

5 Stay tuned: Check with your friendly OPSEU mobilizer for more news – and information on how you can help.

Conciliation dates

It's too soon to tell how long conciliation may take. So far four dates have been set aside over the next two weeks:

- Tuesday, January 13
- Wednesday, January 21
- Friday, January 16
- Friday, January 23

Note: On Tuesday, Jan. 13, conciliation will take place at OPTrust. Meetings on the remaining days will take place off-site.

For more information on how conciliation works, see Bargaining Updates 10 and 11, available at www.opseu568.com.

Keep yourself plugged in!

Have questions about bargaining? Want to get more involved? No problem!

Just contact a member of your OPSEU bargaining team or the OPSEU mobilizing committee.

Bargaining Team: Brian Hawrysh, Myles Magner and Joe Rampersad.

Mobilizing Committee: Rita Aretusi, Sonia Baistrocchi (co-chair), Leigh Brain, Keith Duguay; Michelle Freitas, Ross Harper, Brian Hawrysh, Sean Homaie, Patricia Johnson, Myles Magner, Shirley Martin (co-chair), Jocelyn Midghall, Yaso Myl, Henry Nanes, Satwant Pannu, Richard Nelson, Joseph Rampersad, Jerry Sullivan, Dino Teixeira, Curtis Wright.

Check us out at www.opseu568.com for more information, including past *Bargaining Updates*.

Or send us an e-mail at opseulocal568@yahoo.com.

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Fashion
Statement!**

