

## OPSEU tables non-monetary proposals

**W**ith Wednesday marking Day One of contract talks with OPTrust management, your OPSEU bargaining used the occasion to table a set of non-monetary changes to our current collective agreement.

In all, OPSEU presented more than 30 non-monetary demands. Some of these proposals deal with minor improvements in contract language. Others would mean substantial changes to address major issues identified by members at OPTrust.

The OPSEU team also proposed a number of housekeeping changes to clarify, update or correct minor problems in the current contract language.

### Focusing on your priorities

The OPSEU package includes major demands to deal with the key priorities you and your coworkers identified through the demand-setting process last spring.

The union's proposals include:

- Alternate work arrangements
- Processes to deal with classification issues
- Protection during organizational & technological change
- Job security improvements
- Protection for the work of bargaining unit members
- Training & professional development provisions.

### Management's proposals

Of course, bargaining means that the employer can bring its demands to the table, too. On Wednesday, the OPTrust management team presented nine non-monetary proposals.

The employer's proposals include:

- Changes to current provisions for compensating time off
- Language on the use of BlackBerry wireless devices
- Changes to current health & safety language on video display terminals (VDTs)

- Changes regarding work-life balance days.

As well as presenting their non-monetary proposals, both sides had an opportunity to ask questions at Wednesday's meeting.

### Bargaining to ramp up in November

However, actual negotiations won't start until November 4. This is the first of eight bargaining days scheduled in November.

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## "Sticking" to our message

**OPSEU members** at OPTrust gave a kick-start to bargaining over the past week. You wore your "I'm plugged in" stickers at work. You put up posters in your workstations. And you showed up in force for the OPSEU pizza lunch on Monday.



The result was a clear message to OPTrust management that your contract matters, and that you are paying close attention to what happens at the bargaining table.

As bargaining proceeds, that kind of support can make the difference in achieving a strong contract that deals with your issues.

**So, thanks for "plugging in"... and stay tuned for more ways you can help!**

# Keeping you informed on bargaining

In collective bargaining, informed members are powerful members. That's why your bargaining team will do its best to keep you up to date on what's happening at the bargaining table.

But during negotiations there are some things your team will need to keep confidential. This can include the details of the team's strategy, items that are under discussion between the parties and proposals that have not been tabled with the employer yet.

So there may be times when it won't be possible to answer every question about bargaining. What you can count on, though, is that your team will continue to provide you with as much information as possible as bargaining proceeds.

## Facts vs. rumours

Information is powerful. But there's a flipside to that rule: wrong information can be dangerous. That is particularly true when it comes to rumours and speculation.

## Got a question about bargaining? Want to lend a hand?

**Let us know!** Just contact one of the people listed below or write to [opseulocal568@yahoo.com](mailto:opseulocal568@yahoo.com).

**Bargaining Team:** Brian Hawrysh, Myles Magner, Joseph Rampersad

**Mobilizing Committee:** Sonia Baistrocchi (co-chair), Leigh Brain, Keith Duguay; Brian Hawrysh, Sean Homaie, Patricia Johnson, Myles Magner, Henry Nanes, Satwant Pannu, Shirley Pazhaidam (co-chair), Richard Nelson, Joseph Rampersad, Jerry Sullivan, Dino Teixeira, Curtis Wright.

During bargaining rumours can start easily and spread fast. The problem is that they can distract members when we need to keep focused, or divide us when we need to stick together.

So if you hear a rumour about bargaining, there are two things you should do. First, don't spread it. Second, check with a member of the bargaining team to get the facts.

You can also get information from your steward or a member of the OPSEU Mobilizing Committee. If they can't answer your question, they will contact the bargaining team, get the facts and get back to you.

Finally, keep reading your OPSEU *Bargaining Updates*. They are your source for bargaining news that is accurate, up-to-date and comes straight from your elected bargaining team.

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When talks resume, the parties have agreed to work towards an agreement on non-monetary issues first, before starting negotiations on monetary issues such as salary increases, benefits and other financial items.

### Who's at the table?

You are represented by a four-person OPSEU bargaining team. This includes your three elected team members – Brian Hawrysh, Myles Magner and Joseph Rampersad – and our OPSEU staff negotiator, Bernard King.

OPTrust management has appointed a three-member bargaining team. Management representatives are: Jane Rennie, Bill Foster and Tracy Hatanaka-Lejnieks.

Of course, bargaining depends on more than the people at the table.

On OPSEU's side it's you who really calls the shots. The union's contract proposals are based on your demands. Your team's bargaining power depends on your active support. And it will be up to you to vote on any tentative agreement reached at the table.

