

Society NewsFLASH 2005:01

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OPG: Employment continuity bargaining breaks down

An important discussion arising out of the settlement last November of the current OPG contracts has ended without an agreement.

"Unfortunately," announced OPGN Vice President Olaf Heilandt, "The Society OPGI/OPGN Bargaining Team has to report that negotiations have broken down."

The discussion involved proposed changes to employment security protocols in the OPGI and OPGN bargaining unit's collective agreements (Article 64 and Letter of Understanding 23). As part of the resolution of that agreement, the issues were referred to discussions to take place in the Joint Society Management Committee.

Negotiations reached a standstill when OPG has refused to enter into any meaningful discussions on the Society's only substantive issue—increasing the size of the Unit of Application.

In the OPG agreements, employees exposed to adverse impacts through restructuring have seniority rights within their "units of application," but not outside them. Expanding those units would better protect represented employees from downsizing by extending their rights to a larger unit. During the 2001-2003 Collective Agreement, in which Article 64 (Employment Continuity) was replaced by an Article 102 (Decontrol/Adverse Impact/Change Of Employer), Units of Application *had* been expanded, and so the Society proposed a similar, permanent arrangement.

"Those units existed for three years, and caused very little disruption to the membership or the work," said Heilandt. "Nevertheless, OPG is now



Olaf Heilandt

insisting on much more restrictive Units of Application based on unsubstantiated and irrational fears about work disruption."

Heilandt says OPG is refusing to meet a commitment made during the last round of bargaining to negotiate these important employment continuity matters. "The Society bargaining team will be happy to return to the table when OPG decides to honour its commitments."

Society distributes Hydro One strike backgrounder

A backgrounder to the potential Hydro One strike is being distributed by the Society.

"We're pulling together to help our fellow members at Hydro One," said Executive Vice President Rod Sheppard. "They need our support, but we've got obligations to our employers, too. The backtrounder helps members decide what they can do."

The Hydro One strike backgrounder accompanies this NewsFLASH

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