



THE NO BULLETIN

OPSEU Local 217
The Niagara Parks

Volume 11 Issue 1

August 1999

At Last ...More full-time jobs!

Marie Stokes

It's hard to believe that another tourist season is well under way. Hope everyone is having a safe and happy summer! Our members may have noticed a real flurry of full-time job postings this summer. I don't think I have ever seen so many postings up in such a short period of time. No, the entire park is not either quitting or retiring. These are all newly created positions.

As part of a joint initiative to better the service and morale in the Park, the concept of an employee compliment review was developed. Barb Arndt, the Director of Human resources, with the help of the department directors went through all of the existing jobs to determine the positions that are required year-round. As the Union had always maintained, the study showed that there was a need for more full-time employees. Our new General Manager and Chairman, both forward thinking men, heartily agreed and like *Star Trek's* Captain Jean-Luc Picard, they said "make it so"

Our last contract included a guarantee of *at least* 20 new full-time positions to be posted before the end of the year with more to follow. Five new positions have already been filled and applications have been taken for several more, including tree climbers, janitors, sales clerks, office clerks and a truck driver-labourer. These are just the postings that have already been closed. There are still more positions to come up.

Due to the overwhelming response to these postings, human resources will take longer to process the applications and schedule the interviews. The Park wanted to ensure that the postings would be up before layoffs began, so all employees would have an equal opportunity to apply. The interview process could trickle into the layoff periods. As a result, those workers who applied for the positions may have to wait for their interviews. Be patient, you have not been forgotten!

Kudos to the NPC for recognizing the need for more full-time jobs and for putting the theory into action! Good luck to all the applicants!

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Congratulations are in order

We extend a warm congratulations to those employees who have got the first of what we hope to be many more full time positions created as a result of the employee compliment review.

Tracey O'Brien is the newest stock clerk at Table Rock retail. There were lots of positions created at Victoria Park Restaurant. **Phyllis Burke** has the position of office clerk. **Mike Wilby** now has a full time janitorial position. **Rose Massolin** was the successful candidate for the cashier-supervisor position and **Colleen Thorne** holds the counter position.

The more things change, the more they remain the same. You may recognize the names and faces, for most of these members were long-time seasonal employees. Way to go guys!

Oh No! We're late!

The budget issue of the *No Bulletin* is late coming out this year due to some technical difficulties. Namely, my computer crashed. I decided to upgrade after seeing how much repairs would cost on my once top-of-the-line-now-dinosaur PC.

I have also been (and still am) in the process of moving. I have become a home owner, so my new pastime has become hanging out at The Home Depot and Canadian Tire while I work on the place.



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It's my layoff, but I still want to work...

Just a reminder that is coming up to *that* time of year. Yes, it's Layoff notice time. Although this might come as a relief to some of our more frazzled members, there are lots of workers out there who would like to stay on longer. This is where your right to exercise your seniority comes in. Normally you would be laid off in order of seniority within your *work area*. Some areas, like QVP or Tablerock, run at full capacity longer than some of the outlying areas. By letting your supervisor and your department know that you wish to exercise your seniority, you would be laid off in order of seniority of your *department*.

- Please remember that:
- 1) You can only bump to the same or lower position
 - 2) You receive the wage of the position you bump to.
 - 3) You may be required to report to a different work area
 - 4) You must be qualified to perform all the duties of the position.
 - 5) The request must be made within 48 hours of receiving your notice.

In an attempt to simplify the process for everyone we have made up a form to fill out and hand in. Just so we wouldn't waste the space, the back of the page has an early recall request. Just fill in the appropriate form and give it to your supervisor. Don't forget to make a copy of it for your own records!

Its summertime and the workin' is busy!

Well here we are in the middle of the tourist season and boy what a year! Hot and busy; a sure combination for insanity. I have been lucky though, I am just coming back from three weeks vacation, the ultimate stress reliever. If I missed anyone's call please give me a shout if you still need help. My wife had been passing on other numbers to call for assistance, so I hope everyone has been taken care of. If not, I'm back so I can be reached at 871-8078. Those of you on the net can now E-mail me at robor@forterie.com. Just recently we purchased a computer for our local from funds we have saved over the last few years. I am very excited about this because I feel that it will be an excellent tool for grievances, communication with head office and the executive board and any number of other tasks.

If you have seen people wandering around your workplace, it may have been the Joint Job Evaluation Committee trying to rate the jobs. As you know, all jobs in the park are being evaluated (rated) and assessed a point value for each of 10 different factors. We are currently in the middle of this process for the full-time employees and I can report that the team has been working well together. There have been many lengthy discussions over the difference of a point

When the committee is finished the rating, all employees will receive a detailed explanation of the process and how their job point value was determined. We have also developed an appeal process to settle any disputes.

The committee is the first to admit how difficult it is to judge your job without walking a mile in your shoes. That is why you may have seen us on the job site.

The number of full time positions you see being posted are the result of the compliment review. We have worked long and hard towards this goal of more full-time jobs and I would like to thank all the stewards, executive and members who have helped us achieve our goal. Let's not forget that it took a General Manager and Chairman that were willing to listen and make the changes. Hats off to them.

Let me congratulate all of the new full time employees and I hope your time with the Niagara Parks will be as enjoyable and as enlightening as my time here. Those of you who were not selected for one of the new positions, don't get discouraged there are many more jobs to be posted. I know from picking committees, how difficult it is to choose one member over another. There are many talented employees out there and I'm sure management has the same trouble selecting the best candidate. If you were unsuccessful, apply again and use the interviews as a learning experience. Good Luck!

See you at the meeting!

Rob Atkin

P.S. All members ideas, complaints and suggestions are welcome at all union meetings so get your butt out to the meeting!and that's no bull!



'Ah... Benderly. You must be on the new Joint Job Evaluation Committee.'

An Alternate view of Convention

Paul Martin

This past spring, from April 8 to April 10, 1999, I had the opportunity to represent Local 217 at the annual OPSEU Convention. It was, once again, an interesting and eye opening experience.

This year was an election year, and the position of President was hotly contested. Len Hupit was acclaimed to the position of First Vice President-Treasurer. The Presidential race was between incumbent Leah Casselmann and Executive Board Member Wil Presley. Although Wil made a good showing for himself in both the bear-pit session and the pre-election speeches, Leah was returned to office. Leah was the guest speaker at the Provincial Women's Committee breakfast held just prior to the election. I felt this was inappropriate as it gave Leah an unfair advantage. She

could speak on issues and Wil had no opportunity to respond. Again, endless hours were spent on award presentations and emergency resolution debates. One of the most frustrating, to have NATO stop the bombing of Kosovo, resulted in hours of very emotionally charged debate that left the membership split when it was eventually defeated. I am sure that NATO was waiting with baited breath for the result of our resolution debate. Issues that were more significant to the membership of OPSEU could have been dealt with at this time.

On a more positive note, a dues increase was soundly rejected by the delegates. A motion to take disciplinary action against any member who actively tried to secure alternative Union representation (other than

OPSEU) was also defeated.

Members speaking against the resolution wisely suggested that if members were satisfied with the service they were receiving from OPSEU there would be no need to look for other representation and perhaps the board should be looking into fixing the problems rather than fault anyone for trying to get better service.

In my opinion, the convention as a whole was a failure. Issues that should and must be addressed are ignored. As one delegate reminded the powers that be "you work for us, we don't work for you". Let's just hope that the Executive Board will eventually realize this fact and convention can focus more on the issues that we need to be resolved, not just the ones that the Board sees fit to introduce. After all, We are the Union.....It's sad to think that somewhere along the way, this was forgotten by the powers that be.



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Keep those changes coming!

Just a reminder to keep those address changes rolling in to our secretary Paul Martin. Although our contract now entitles us to an up-to-date list of all bargaining unit employees and their addresses, the Park is dragging their feet. It is very important that we can reach our members to keep them informed, especially during the winter months. It is also a waste of the local's money to be sending mail out to the wrong address

Proposed Budget for 1999-2000

Budget breakdown	<u>98 proposed</u>	<u>98 Actual</u>	<u>99 Proposed</u>
Item or description			
Income: Rebates	\$17,000.00	\$17,215.14	\$17,200.00
Expenses			
Meetings: GMM, Exec & Stewards	\$1,500.00	\$1,357.88	\$1,500.00
Educationals	0	\$399.00 ①	0 ⑥
Alternate costs (Convention)	\$1,000.00	\$814.12	\$1,000.00
Bank Charges	\$80.00	\$72.00	\$80.00
Postage	\$1,000.00	\$513.60	\$1,000.00
Office supplies and printing	\$1,500.00	\$3,338.95 ⑤	\$1,500.00
E-mail	\$400.00	\$243.35	\$650.00 ⑨
Other meetings	\$100.00	\$789.96 ③	\$600.00 ⑦
Telephone	\$100.00	\$171.85 ④	0 ⑧
Executive expenses	\$7,500.00	\$7,500.00	\$7,500.00
Sponsorships: Wreath, Curling, United Way	\$206.00	\$160.00	\$210.00
Social: Golf Tournee	\$1,500.00	\$2,993.78	\$1,500.00 } ②
Children's Christmas Party	\$1,500.00		\$1,500.00
Misc (CALM & Info membership)	\$115.00	\$125.00	\$125.00
Total Expenses	\$16,501.00	\$18,479.49	\$17,165.00
Balance Remaining	\$499.00	(\$1,479.49)	\$35.00

Key to budget notations

1. We sponsored a local education on grievance handling for our stewards
2. All monies to be matched dollar for dollar by the Niagara Parks Commission
3. A new "future of Local 217" Committee was created and has met several times.
4. Bill received by our President for the balance on the 1-800 number
5. Over due to the purchase of a local computer, printer and scanner kept at the President's house.
6. No educationals planned for this year
7. Monies budgeted for new committee meetings. (See note 3)
8. Monies no longer required as it is no longer long distance to contact the President
9. Internet access for all Local executive for communication and E-mail purposes

Note: Our dues paying members are numbered at 668 and the rebates submitted to the locals by the OPSEU head office have been reduced by 3.58% This was an Executive Board decision made most likely because the membership voted down a dues increase at convention.



Unemployment's toll

CALM

A study done for the Joint Economic Committee of the U.S. Congress found that every one point rise in the unemployment rate in that country leads to, on average, 548 homicides, 920 suicides, 495 deaths from cirrhosis of the liver, 20,240 fatal strokes or heart attacks, 3,349 admissions to state prisons and 4,227 admissions to mental hospitals.

Attend Local meetings



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Our Motto (Besides No Bull!)

The *No Bulletin* is published quarterly and mailed to all signed in members. The *No Bulletin* is **your** newsletter. If you have any related articles, jokes or cartoons, please give them to:
Marie Stokes (Editor)
at 6480 Dorchester Rd L2G-5T5.
(357-4219)

We welcome your comments and suggestions and we reserve the right to edit for length and content.

Authorized for distribution: *M. Stokes per R. ATKIN*

Mark these dates!

General Membership Meeting

Tuesday, August 31
The Icon (old Union Center)
7pm
*Budget

Blues in the Park

September 10-12
Headlining James Cotton
Rapidsview parking area
*For more info or to volunteer
Contact Louise Grieve 371-0249 or
Kathy Murray 374-1616 (WFOL)

Come and participate!

Request to Exercise Seniority

Name: _____

Employee #: _____

Department: _____

Work area: _____

Date: _____

Ms Barbara Arndt
Director of Human resources,
The Niagara Parks Commission,
PO Box 150,
Niagara Falls, Ontario
L2E-6T2

Dear Barbara;

Please accept this letter as my request to exercise my seniority within my department. I understand that the work must compensate at my current rate of pay or lower if I chose to bump to a lower position. I may be required to report to a different work area and that I must be qualified to perform the duties of the position.

Thankyou for you attention on this matter.

Yours sincerely;

Early Recall Request

Name: _____
Address: _____
City: _____
Postal Code: _____
Phone #: _____
Department: _____
Employee #: _____
Date: _____

Ms Barbara Arndt
Director of Human Resources
The Niagara Parks Commission
PO Box 150
Niagara Falls, Ontario
L2E-6T2

Dear Barbara

Please accept this letter as my request for an early recall.

I am interested in any available work within my department. I would also consider any work available in another department. I understand that the work must compensate at my current rate of pay or lower. I must also be qualified to perform all the duties of the available position.

Thankyou for your attention to this matter.

Yours Sincerely,
