



THE NO BULLETIN

OPSEU Local 217
The Niagara Parks

Volume 22 Issue 1

July 2003

July election of bargaining team!

Now is the time to show support. Negotiations are four months away and we need big membership support to help our negotiations team get the best deal they can. At this next meeting we will be electing our team. Two seasonal and two full time members will be elected. This is your opportunity to fight for you and your contract demands. We will hold another meeting in September to actually set the demands. We are trying to streamline the length of the meeting by splitting it up. We are also trying a new system this year to deal with demand set. The system was designed by our constitutional committee and will be explained later in the newsletter. We hope that this will shorten the meeting, which has traditionally been terribly long.

Recently Bill Burns and I have been meeting with the Chairman and General Manager to talk about broader issues in the Park: recall, poor tourism, marketing, JJE, Compliment review to name a few. Although this year to date has not been good for tourism, Bill and I find the employer willing to move ahead on their commitments. The employer is also asking the union (YOU) for any marketing ideas. Any ideas should be channelled through your steward who will get the ideas to Bill and I. Through these meetings we have been able to kick-start a couple stalled committees. Compliment review is meeting again and several new full-time positions have been agreed upon. The Committee will meet again in September.

The Seasonal Joint Job Evaluation Committee has had its first meeting. We have been able to set a time to talk about training, job descriptions and the 'travelling roadshow' where we meet with seasonals to explain the process. We will also be discussing procedures for evaluation and appeals. We hope to have the process completed by negotiations time so that the bands, and rates can be voted on.

Hope to see you all at the meeting! Together we can make a difference.

In Solidarity
Rob Atkin

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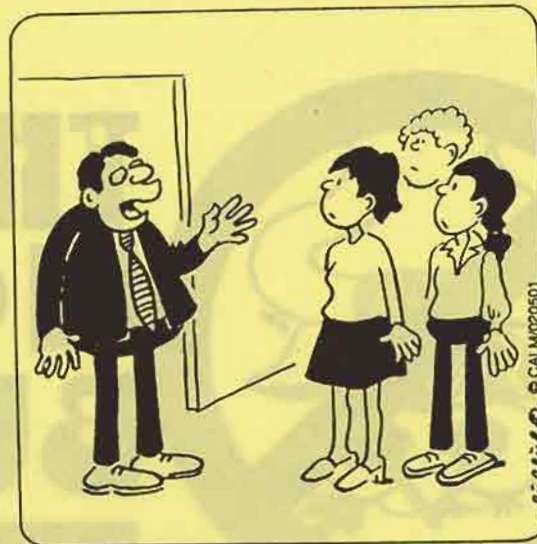
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"We expect our employees to be proactive, responsible, ethical with generosity of spirit and not ask for raises or benefits."

Why do I need to get involved with the contract?

Why do we even need to negotiate our contract? This is a question I get asked quite often and it is a very legitimate one. Many people feel that our contract is good the way it is, some feel that we need lots of improvement and some don't care what is in it as long as they get a pay stub every two weeks. None of these views are wrong, but none are really right either.

Our contract is the end result of our past and current members' hard work and determination to get the best contract possible and believe it or not, when I talk to members in other locals they can't believe how good some of our language is. Our contract is used by other locals during their negotiations as a model. During the winter months I attended six days of grievance mediations during which time the arbitrator who was overseeing the procedure was very impressed with our contract.

Well I guess that means that our contract is perfect, right? Wrong! Just because it is good does not mean that there is no room for improvement. Every day areas for improvement jump out at me, no, let me rephrase that. Every day *people* jump out at me with ideas to improve the contract. Usually from some bad experience they just had at work. As crazy as this sounds, no one can predict every trick management can pull out of their hat, so our contract evolves through a reactionary process as much as a proactive one. What does this mean in simpler terms? If you have an issue with the contract let us know! Make sure to attend the election for negotiation team meeting July 31st and elect a team that you trust. Attend the demand set meeting in September.

Sounds good eh? Might as well go back to watchin' Survivor right? No need to get involved, someone else will take care of the work, I mean, I'm just one vote right?

Nothing could be further from the truth sisters and brothers. Every vote counts to show our solidarity whether it is for or against the proposed contract. But more important than votes is the input from our members like you. After all, you the members direct the negotiating team how to respond to management offers at the table and you the members hold all the power to accept or reject any of them.

In the end, we negotiate for one reason. We fight today for our children's tomorrow and if that is not enough reason to come out and say your piece and stand united on the floor to show our strength, then I ask you, what is?

In Solidarity

Dino McDonnell

What will happen at Demand Set Meeting and What's it going to do for me???

Shelley Reed

Demand set is approaching quickly. The Constitution Committee has been meeting to work on language and have received input from members on Article wording they would like to see changed. These changes will be submitted and voted on at Demand Set in September. On the back of this page you will find a form that we have created to assist this demand set meeting. You will notice that there is room to PRINT your demand and we ask that you also include your rationale for the demand. These forms will be available at the meeting, or you may photocopy the one enclosed. The demands will be collected at the General Membership Meeting. They will be sorted by the Constitution Committee, read out loud and voted on by the membership. Please ensure that all of the information is completed on the forms with name, department and Seconded by. Include any relevant article numbers as well. If you do not have a bargaining unit member to second your demand by

the time you come to the meeting bring it to the meeting and ask someone there if they will second it. It must be seconded by a member in good standing to be valid.

If you have any questions about this form please contact your Union Steward or call me to answer any questions you may have.

What's the meeting going to do for you??? You will have your voice heard, you will be assisting the negotiating team to present to management what the members want and the direction that you want the Union to follow. You are giving the negotiating team the tools the tools to develop your contract.

Remember, one voice can change many things... if it is heard.

I hope to see you all at the meeting

We need your help!

It has been almost two years since the Joint Health and Safety committee was disbanded. We are left with 37 separate committees and a lack of communication between the committees to keep consistency. Many of the 37 areas are dealing with similar safety issues. Better communication can help capitalize on good ideas and solutions for all. If one committee came up with a good solution to a problem, perhaps the others could adopt the same technique to deal with theirs. Additional training on meetings and inspections protocol would be terrific and help with continuity. New reps are often flying blind when it comes to what details should be documented

We are still having trouble with the Parks regarding critical injuries. Again for consistency the local had requested that one trained member conduct all critical injury investigations with the help of the area rep. Our request has yet to be honoured.

We need your help. We have enclosed a Health and Safety questionnaire. We want to see where our members feel we are at in regards to safety. What are we doing well? What can be improved upon? Have any issues come up that you are unhappy about how they were dealt with? Do you have any suggestions to make the workplace safer? Please take the time to fill it out and send it back to me. or bring it to our meeting July 31. The sooner I get your responses the faster I can summarize them and act on them. All responses will be kept strictly confidential. I thank you for your very important input.

Remember, this is *your* health and safety at stake. We all deserve to go home every day, alive and unhurt.

In solidarity

Colleen McComb-Page

OPSEU Local 217 Demand Set Form

Name: _____

Department: _____

Date: _____

Seconded by: _____

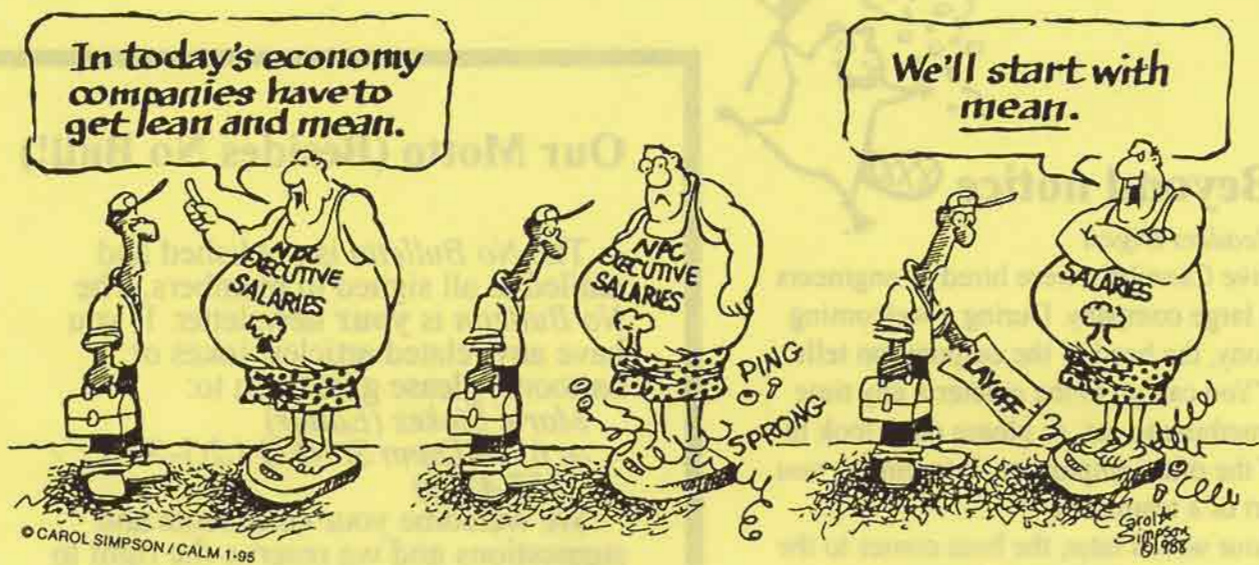
Demand: _____

We need your help!

Do you have any suggestions to make the workplace safer? Please take the time to fill it out and send it back to me as fast as you can to our meeting tonight. The sooner I get your response the faster I can communicate them and act on them. All responses will be kept strictly confidential. I thank you for your very important input.

Remember, this is your health and safety at stake. We all deserve to go home every day alive and happy.

(A Safety)
 Colleen McCreary



Proposed Budget for 2003-2004

Budget breakdown	<u>02-03 proposed</u>	<u>02-03 Actual</u>	<u>03-04 Proposed</u>
Item or description			
Income: Rebates	\$18,400.00	\$21,056.35	\$18,400.00 ^①
Expenses			
Meetings: GMM, Exec & Stewards	\$1,800.00	\$1,653.63	\$1,700.00
Educationals	\$300.00	\$318.44 ^②	\$400.00
Alternate costs (Convention)	\$1,700.00	\$1,262.05	\$1,500.00
Bank Charges	\$75.00	\$54.00 ^③	\$60.00
Postage	\$1,700.00	\$1,930.55 ^④	\$1,900.00
Office supplies and printing	\$1,600.00	\$2,476.67	\$2,000.00
E-mail/ internet	\$1000.00	\$777.53	\$1,000.00
Other meetings	\$400.00	\$37.25 ^⑤	\$200.00
Executive expenses	\$9000.00	\$8,906.50 ^⑥	\$9,000.00
Sponsorships: Wreath	\$65.00	\$63.00	\$65.00
Misc (CALM & Info membership)	\$210.00	\$110.00	\$110.00
Total Expenses	\$17,850.00	\$17,589.92	\$17,735.00
Balance Remaining	\$550.00	\$3,466.43	\$465.00

Key to budget notations

1. Rebate amount reduced to account for late/non callbacks
2. Member currently taking College Health and Safety course
3. New charging system at bank reduced our monthly fees
4. Higher due to increased mailing lists and backpayment from last budget period
5. Constitutional Committee meeting
6. Cheques totalling \$1875 were cut in July but are added to this budget as they belong here.



Beyond notice

Readers Digest

Five Cannibals were hired as engineers with a large company. During a welcoming ceremony, the head of the corporation tells them: "You can go to the cafeteria any time for something to eat, so please don't look to any of the other employees. Remember, you are part of a team now."

Four weeks later, the boss comes to the cannibals and says: "One of our janitors has disappeared. Does any of you know what happened to him?"

The cannibals all shake their heads no.

After the boss has left, the leader of the cannibals asks the others, "Which one of you ate the janitor?"

A hand was raised hesitantly, to which the leader replies: "You fool! For four weeks we have been eating team leaders, supervisors and project managers and no one noticed anything. Then you had to go and eat the janitor."



Our Motto (Besides No Bull!)

The *No Bulletin* is published 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 6548 Dunn St NFO L2G-2R1.
(357-4219)

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

Authorized for distribution:



Mark these dates!

General Membership Meeting
Thursday, July 31
The Firefighters club
7pm

Corner of Dixon and Orchard St. NFO

- * Election of negotiation team
- * Budget
- * Updates
- * Demand set for negotiations will occur in September on a date to be announced

Come and participate!