



Top 10 Best Labour Songs

10. "Blowin Down That Old Dusty Road/Going Down the Road Feeling Bad"
9. "Maggie's Farm"
8. "John Henry"
7. "Casey Jones"
6. "Pie In The Sky"
5. "There Is Power In a Union"
4. "Dump the Bosses Off Your Back"
3. "Union Burying Ground"
2. "Solidarity Forever"
1. "Bread and Roses"



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Time to fix pensions

ALL OF us have the right to a secure income in our retirement years, but 11 million Canadian workers who have no workplace pension plan face an uncertain retirement future.

Only one in five employed in the private sector belong to a workplace pension plan. Most Canadians are not able to save enough to cover basic retirement expenses.

Existing pension plans are under stress because of the global economic meltdown, while employers are shirking their responsibility to ensure workers have decent retirement incomes.

The RRSP model is struggling because too few Canadians—about 25 per cent of tax filers—are able to afford contributions. And the global meltdown has exposed individual RRSP investors to extreme risk and significant financial loss.

We can start to fix the crisis through a balanced approach that combines strong workplace pensions with public pension plans that cover all

working people.

The Canada Pension Plan (CPP) can be strengthened with a phased-in doubling of benefits to a maximum of about \$23,000 a year. This would offer secure and enhanced benefits for the 93 per cent of Canadians who make CPP contributions.

The CPP is extremely efficient. Management and administrative fees are a fraction of those charged by mutual fund companies. Expand a very small contribution increase for workers and employers can expand benefits. The guaranteed income supplement (GIS) should be raised to lift hundreds of thousands of poor pensioners out of poverty.

Tougher laws to protect

pension plans are needed. We need better regulations to protect existing workplace pension plans from bankruptcy, high-risk investments and employer underfunding. Workers—like those at Nortel—should never again have to pay for employer bankruptcies with their pensions. Those who oppose decent retirement incomes go to great lengths to misrepresent public sector workers' pension plans. Public sector workers make significant contributions to pay for future pension benefits. An average pension for a 30-year employee would be a modest \$17,900 a year

CUPE/CALM



FACEBOOK SECURITY

Pros/Cons and Everything in Between

There are many features Facebook has to offer, most of which people don't even bother to click through, if they did they would know what privacy procedures can be put into place on your Facebook profile. I would have to say right of the hammer that to these people who lose their job or didn't get the job or for goodness sake got arrested because of Facebook, I say SHAME ON YOU! Why did you not take the time to research the site you put so much of your personal information onto?



If you were to go to the home page and click on account settings, you could read through on how to protect yourself. Did you know that you can put your list of friends on limited access? Show your pictures to only people you want to see them, or block people all together?

I like to keep my statuses up to date, sometimes it's happy; sometimes it's sad and sometimes I just need to vent! Do I want my *mom* to see my status update, or my children? Heck no! They are on my limited profile list, leaving them to see only what I want them to see. Now what about the person that sits 5 desks away from me at work, and isn't on my friends list, what can they see on my profile?? Nothing! I have utilized these tools and you can too. Also if you look carefully there is a section where you can type anyone's names and see what your profile looks like from their point of view.

Uploading photos of a trip can be exciting. You can now simply upload pictures that you *own* to Facebook and share them all including a caption to explain why and when you took that picture of your spouse with the a lizard on his or her head. At this stage please be careful as to not 'click' to fast when you uploading. Read the fine print that says "who do you want to share the pictures with, 'everyone', 'friends of friends' or 'friends only'".

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Red Circling at Service Ontario

The employer has initiated a new classification at Service Ontario.

The following information was posted on the web site.

<http://www.opseu.org/ops/ministry/mgs/new-serviceontario-classification.htm>

One of the provisions that we were able to persuade the employer to implement was a better red circling provision for the approximately 140 members who will be red circled. The collective agreement provides for red circling protection for the life of the collective agreement. Upon expiry of the collective agreement, the members' wage rates descend to the new lower wage rate. We were able to persuade the employer to maintain red circling protection, beyond the expiry of the collective agreement, until such time as the rate for the new classification catches up with the red circled rate.

As with all disclosures, our confidentiality agreement with the employer requires that we cannot provide the fine details of how each individual will be affected until the members themselves have first been notified. The employer has already individually notified each of the persons who are being red circled. If someone has not been advised that they will be red circled then they will not be.

Letters to all members who are to be reclassified are scheduled to be received by the members next week. The letters will tell them which position they are being mapped to and what their wage rate will be. Position descriptions will be made available at that time.

"NOW YOU'LL SEE HOW MUCH WORK GOES INTO A WRITTEN AGREEMENT, AND IT'S NOT EASY."

The employer has already released a joint announcement signed by the employer and the MERC chair, a message from the Deputy Minister announcing the change, new salary schedules and Q&As. The missing pieces are the letters to each affected employee which will provide the mapping information and the new job description, which will also be provided.

All of this material was included in a confidential disclosure to us which was sent out by agreement, on March 8. Our communication went up on the web site on March 9. Further communication from us as required will be released after the members have received their letters.

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Vegetable Health Tips

apples	Protects your heart	prevents constipation	Blocks diarrhea	Improves lung capacity	Cushions joints
apricots	Combats cancer	Controls blood pressure	Saves your eyesight	Shields against Alzheimer's	Slows aging process
artichokes	Aids digestion	Lowers cholesterol	Protects your heart	Stabilizes blood sugar	Guards against liver disease
avocados	Battles diabetes	Lowers cholesterol	Helps stops strokes	Controls blood pressure	Smooths skin
bananas	Protects your heart	Quiets a cough	Strengthens bones	Controls blood pressure	Blocks diarrhea
beans	Prevents constipation	Helps hemorrhoids	Lowers cholesterol	Combats cancer	Stabilizes blood sugar
beets	Controls blood pressure	Combats cancer	Strengthens bones	Protects your heart	Aids weight loss
blueberries	Combats cancer	Protects your heart	Stabilizes blood sugar	Boosts memory	Prevents constipation
broccoli	Strengthens bones	Saves eyesight	Combats cancer	Protects your heart	Controls blood pressure
cabbage	Combats cancer	Prevents constipation	Promotes weight loss	Protects your heart	Helps hemorrhoids
cantaloupe	Saves eyesight	Controls blood pressure	Lowers cholesterol	Combats cancer	Supports immune system
carrots	Saves eyesight	Protects your heart	Prevents constipation	Combats cancer	Promotes weight loss
cauliflower	Protects against Prostate Cancer	Combats Breast Cancer	Strengthens bones	Banishes bruises	Guards against heart disease
cherries	Protects your heart	Combats Cancer	Ends insomnia	Slows aging process	Shields against Alzheimer's
chestnuts	Promotes weight loss	Protects your heart	Lowers cholesterol	Combats Cancer	Controls blood pressure
fish	Protects your heart	Boosts memory	Protects your heart	Combats Cancer	Supports immune system
flax	Aids digestion	Battles diabetes	Protects your heart	Improves mental health	Boosts immune system
garlic	Lowers cholesterol	Controls blood pressure	Combats cancer	kills bacteria	Fights fungus
grapefruit	Protects against heart attacks	Promotes Weight loss	Helps stops strokes	Combats Prostate Cancer	Lowers cholesterol
grapes	saves eyesight	Conquers kidney stones	Combats cancer	Enhances blood flow	Protects your heart
green tea	Combats cancer	Protects your heart	Helps stops strokes	Promotes Weight loss	Kills bacteria

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Ontario's Union for the OPS.

We're on the Web!
www.opseu736.org

Due to privacy, the employer does not inform the union of any changes you make to your contact information. In order to keep our records up-to-date, we ask that you visit <http://www.opseu736.org/forms/memberinfo/memberinfo.html> to make those changes. We want to thank those who have updated their information and take this time to remind members to keep us updated.

Should you require a replacement Union Card, please inform Sandra Symons at sandra.symons@opseu736.org. Include your current mailing address and I will ensure a new card is ordered for you.

Thank you!
Sandy Symons, Secretary

FACEBOOK SECURITY

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I personally choose “friends only” they are the only ones that need to see my pictures?

In fact my whole profile is very private, unless you are on my friends list. I take Facebook seriously and I do not want to share certain things with certain people.

I think that is the key word “SERIOUS”! Putting information on the World Wide Web is in deed a serious and possibly dangerous pastime. Be wise in what you put up, including pictures, sayings, quotes and comments. Take the time to educate yourself with social networking sites, be it Facebook, Twitter or Myspace (does anyone use Myspace anymore?)

Facebook can really be used as a great tool, respect the fact of who can see it and be mindful of what you say or do. The responsibility lies in your hands. Poke who you may want...but watch what you say!

By Nadine Sinclair

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The member concerns that have been brought to our attention are centered on the staged release of information and a belief that we have done them wrong.

The explanation for those concerned members is that due to the CECBA restrictions our ability to effectively advocate on their behalf is severely curtailed. The employer completely owns the classification system and is able to make changes at will and with impunity, which of course is why we have launched our charter challenge. Under the old article 5.8 we had the ability to arbitrate placement and wage rate and did so to great advantage which is why Harris changed the law to stop us.

The employer invited us to provide input to their new class series, with the caveat that confidentiality had to be maintained until they were ready to release the information. The choice was to both accept that restriction and take the opportunity to advocate on the members' behalf, or to reject that opportunity and just sit back to see what the employer would produce without us. Either way this new class was going to be created and implemented.

Inasmuch as confidentiality restrictions are always in place until the individual members are notified, the MERC and CERC decided that this should not be a bar to representing the members so we ought to provide input. That was the right move since our participation improved the final product from what it would have been, although not as much as we would have preferred.

Some members remain unsatisfied with that explanation but there is no other. Aside from the people being red circled, everyone else will get a small increase. For those who will be red circled we secured a better outcome than they would otherwise have received.

“THE EMPLOYER ... IS ABLE TO MAKE CHANGES AT WILL AND WITH IMPUNITY...”

Submitted by Sandra Snider, Region 7 EBM