

## **Local 103 Post Bargaining Update – Ontario Northland (ONTC)**

### **Grievance Mediator appointed by FMCS**

As part of the December 2015 settlement ending the four (4) week lock out of Local 103 members by ONTC and the Wynne government, the union was insistent in putting in place a mechanism where all outstanding grievances would be resolved in a timely and cost efficient manner. The union was adamant in wanting to put an end to the wasteful and exorbitant spending by the Ontario Government with their “lawyering-up” on every grievance. The union constructed a grievance escalation process that makes good use of the services provided by Federal Mediation & Conciliation Services (FMCS) under section 105(1), (2) of the *Canada Labour Code*.

The Local Union has met on a number of occasions over the past 4 months with the ONTC and their hired consultant, and while some progress has been made on the grievance front, there are still a number of grievances yet to be addressed. Given the noticeable lack of interest by the ONTC in scheduling further grievance resolve meetings, the union has triggered the FMCS provision of the escalation process and arrangements have now been made for a federal Mediation Officer to meet with the parties on July 5, 6 and 7 in North Bay.

### **Article 8 Notices – Clerical Unit**

During the recent round of negotiations, the Local was served with an Article 8 Notice advising us of technological, operational or organizational changes that would see the reduction of up to 8 additional positions in the clerical unit. We have been involved in Article 8.4 negotiations with the view of further minimizing the adverse effects on our clerical unit members, however no final settlement has been reached. On May 11<sup>th</sup> we provided the ONTC with a comprehensive framework proposal that would see all clerical members maintaining their employment with ONTC, either in the clerical unit or the shop unit. We continue to wait for the ONTC to respond to our framework or engage us in further discussions that would protect our members’ employment and we would hope to finalize this matter soon.

### **Production Worker Hiring**

We are also attempting to engage the ONTC in discussions in respect to the company’s deliberate violation of the recently negotiated provisions of the Agreement in regards to the commercialization of the North Bay facilities. The ONTC and Ontario Government have agreed that they would only be allowed to introduce or retain the new classification on the pre-requisite that there would be no reduction in the number of Carman or Electricians employed at the date of ratification. If the company and government do not rethink their position we will be making use of mechanisms available to enforce the agreement including seeking significant compensatory damages as a consequence.

From this update, it is painfully obvious that the Local Union leadership continues to be frustrated by the refusal of the ONTC/Government to take these and other matters affecting the workplace seriously. We will continue to be insistent and persistent in our efforts to address our members’ interests directly with ONTC, however where we are forced too, we will take the steps necessary to protect and enforce our members’ negotiated rights.

In solidarity,

Andy Mitchell – Local 103 President  
Jo-Ann St-Cyr – Clerical Unit Chair  
Tina Crundwell – OnBoard Chair

Angie Boulet – Local 103 Vice President  
Claude Levasseur – Clerks and Stores Chair  
Mike Lavergne – Shop Chair

Brian Stevens – Unifor National Rail Director  
Bob Orr – Unifor Assistant to the National Secretary-Treasurer

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