



August 17, 2010

Dear Members,

As you may be aware, bargaining is not going well and at a very slow pace. With all the restructuring, workload is an issue for many of our members. Human Resources have so far been only able to provide records for O/T that was paid out. The Human Resources department claims that these records are an accurate reflection of the extra hours worked by OPSEU members. HR also tells us that there is no consistent system across the many Departments at Trent for reporting O/T hours worked and time taken in lieu. Essentially, the extra workload taken on by members of our Local is a hidden solution to the restructuring-driven workload problem many of us have experienced over the past three years. Your bargaining Team is committed to achieving your demands; particularly those that relate to workload and job security. In order to do this we need to highlight Trent's unsustainable staffing "solutions".

We remind our members that overtime is voluntary. If you choose to work overtime it is your choice as to how you will be compensated; as per the collective agreement you and the employer must agree IN ADVANCE as to how you will be paid. If you are told that lieu time is the only option you may choose not to work. We have heard from many members that they are told lieu time is the only option for overtime compensation. Trent cannot accurately track lieu time and when your Team argues we are overworked they say: "Here are the overtime records for the past three years. See, O/T has actually decreased." Our collective dedication to Trent is increasing our workload and hiding the fact that we need more not fewer staff. For more information on overtime visit this government of Ontario website. The main OPSEU page also has information about the ongoing consultation process between the government and Unions.

<http://www.labour.gov.on.ca/english/es/pubs/hours/infosheet.php>

<http://www.opseu.org/>

Therefore in preparation for conciliation on Sept. 7, we are asking our members to email [deborahearle@trentu.ca](mailto:deborahearle@trentu.ca) and let us know your OT in the last twelve months.

Please give us:

Your name –

Trent Dept –

Additional hours worked in EACH month of August 2009 to July 2010 (do not include the 1.5 at which you are allowed to take as your lieu time). We want the hours worked each month not a record of when you cleared the OT.

Please also provide the total number of uncleared OT hours you have yet to clear as of August 1, 2010. This number would include the 1.5 ratio. Please email us your response by August 27.

We hope that all members will, if required, discontinue working overtime to help support achieving a satisfactory renewal collective agreement.

Your Bargaining team:

Doug Brown, Sean Daniels, Rose Dunford, Deb Earle, and Rod MacDonald

P.S. We hope you approve of the new bargaining logo –arriving soon on easy to wear buttons!

