



Local 232

One Stone Road Complex
1 Stone Road West, 2nd Floor NW
Guelph, ON N1G 4Y2
Work Tel: (519) 826-4960
Home Fax: (519) 763-1360

April 18, 2006

Hello All,

The working committee of OPSEU and AMAPCEO is in the process of organizing separate (class-action type) group grievances. A number of individual grievances have been filed to date on the matter as well.

I invite you to give due consideration to signing on to a group grievance, which is similar to filing a class action suit; meaning that you are signing on with other individuals regarding the same matter. This will demonstrate the level of support from the membership for the parking issue concerning the 43% increase in rates. The number of members that sign on is a direct signal to the Employer of how important this issue is to a large number, rather than just a few staff. Furthermore, this will go a long way to showing support for the policy grievance filed by OPSEU.

Therefore, I would ask you to take a moment to read the attached grievance, sign and send back the individual authorization form. The grievances will be grouped together by ministry and submitted to the Employer accordingly. Please note that you will not be required to attend any grievance meetings with the Employer, as the Local 232 Executive and Stewards will represent you.

To date we have not heard a response back from the Employer centrally (MGS) regarding the policy grievance. This grievance involves at least 5 ministries and it will go before the Central Employer (MGS – Centre for Leadership, Human Resources Management) for a stage two meeting.

Please confer with colleagues who you feel may be interested in this action.

Payment for Parking in the interim:

If, Profac/ORC has advised you that you are at risk of losing your parking privileges (for non-payment); OPSEU recommends that you pay under the following condition: send a letter or email to Profac with copies to your manager, and the Human Resource Director of your ministry indicating that you are paying on a “**Without Prejudice or Precedent**” basis to the grievance(s) filed by OPSEU (include yourself, if applicable) on the matter of parking rate increases at the 1 Stone Road Complex in Guelph.

The **deadline for submission of the individual authorization forms is Friday, April 28, 2006**. The forms may be submitted to an OPSEU Steward in your area or directly to the undersigned.

Further, if you've written to the Minister of Public Infrastructure and Renewal, and have received a response back, please provide your Steward with a copy of it. Thanks!

Background:

- The grievance will be seeking the return of all parking fees paid by signatories. It will also seek the elimination of parking fees for staff at One Stone Road West.
- The application of staff parking fees at government offices is subjective across Ontario. One Stone Road West is one of the few where a fee-for-parking policy is in force. The Ontario Realty Corporation, which sets this policy, admits its fee-for-parking policy is applied in limited locations while free parking is granted at all other locations where ORC owns or leases parking space.
- Profac circulated its survey of Guelph parking fees only after receiving a Freedom-of-Information request. Until then, it refused to share the study.
- A letter writing campaign to the Minister responsible for ORC has been unsuccessful to date and the deadline for filing a grievance is fast approaching.
- Becoming a signatory to the group grievance does not create any financial liability whatsoever.

Should this grievance be successful, it is unknown whether an arbitrator would order the return of parking fees to the named grievance signatories only, or make a broader award.

All developments on this issue will be posted to our Local's website www.opseu232.org.

In solidarity,

Original signed by

Doug Peebles
President, Local 232

P.S. The Steward in my area is _____ .

Please return the authorization form by April 28.

Grievance Form

OPSEU # (ASSIGNED AT ARBITRATION)
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LAST NAME	Group Grievance See Attached	FIRST NAME	MEMBERSHIP #
ADDRESS		OPSEU LOCAL	232
HOME PHONE		WORK PHONE	
CLASSIFICATION		CLASS TITLE	START DATE:
POSITION TITLE			
EMPLOYED BY	Ministries of Agriculture, Food and Rural Affairs; Natural Resources; Environment; Government Services 1 Stone Road West, Guelph Ontario N1G 4Y2		

STATEMENT OF GRIEVANCE

- 1) That the Employer is in violation of, the Collective Agreement specifically but not limited to Article 17 in that the Employer has altered the terms and conditions of employment by arbitrarily increasing the parking rates without any demonstrated need; and
- 2) That the Employer has implemented an arbitrary surcharge on employees who must use their vehicle in order to work at the 1 Stone Road Complex in Guelph; and
- 3) Article 2 in that the Employer's right, authority and obligation to manage its business free of discrimination have been violated. The employer's approval of the Ontario Realty Corporation's parking fee schedule, as applied at the employer's One Stone Road West, Guelph location, discriminates against me on the basis of where I am required to report to work. In so doing, the employer has failed to exercise its authority to make reasonable rules and regulations affecting the terms and conditions of employment; and
- 4) Violation of any other article or legislation that might apply.

SETTLEMENT DESIRED

- 1) That the Employer be estopped from increasing the parking fee rate; and
- 2) furthermore the elimination of parking fees levied against me at my place of employment which is at One Stone Road West, Guelph, Ontario; and
- 3) the return, in full, of all parking fees paid by me to SNC-Lavalin Profac Inc. and their predecessors (for greater clarity, the Employer, the Employer's designates and/or assignees) at One Stone Road West, Guelph since the start of my employment at this location.

NAME / SIGNATURE OF GRIEVOR	Date:
See Attached	
NAME / SIGNATURE OF STEWARD	Phone:
NAME / SIGNATURE OF LOCAL PRESIDENT	Phone:
Doug Peebles	(519) 826-4960

I HEREBY SUMMIT THE ABOVE GRIEVANCE TO:

MANAGEMENT OFFICIAL:



Local 232

One Stone Road Complex
1 Stone Road West, 2nd Floor NW
Guelph, ON N1G 4Y2
Work Tel: (519) 826-4960
Home Fax: (519) 763-1360

OPSEU Group Grievance Signatory Authorization Form

I, _____, hereby express my intent to participate in the Ontario Public Service Employees Union (OPSEU) group grievance being brought against the Employer, the Province of Ontario citing the discriminatory fee-for-parking policy being deployed to the disadvantage of Province of Ontario employees assigned to a work location known as One Stone Road West, Guelph, Ontario, N1G 4Y2.

I hereby certify that I am aggrieved by the application of the government's fee-for-parking policy at my work location.

As expressed in the grievance form, I am seeking the following redress from my employer:

1. That the Employer be stopped from increasing the parking rate; and
2. furthermore, the elimination of parking fees levied against staff who are assigned to work at the One Stone Road West, Guelph location; and
3. the return, in full, of all parking fees paid by me to SNC-Lavalin Profac Inc. and their predecessors (for greater clarity, the Employer, the Employer's designates and/or assignees) at One Stone Road West, Guelph since the start of my employment at this location.

Please Print

Name: _____

Home Address: _____

Ministry: _____

Signature: _____

Date: _____

Please return to _____ by April 28.