

MEMORANDUM

TO: All OPS Local Presidents, Executive Board Members, CERC Teams, MERC Teams
FROM: Ruth Hamilton, A/OPS Supervisor
DATE: October 7, 2010
SUBJECT: **Central Employee Relation Committee Meeting Minutes
October 6, 2010**

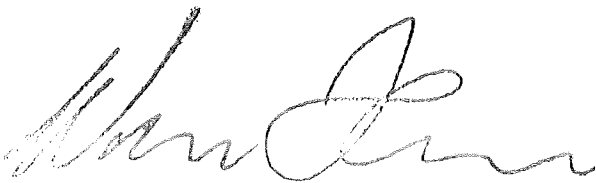
Attached, for your information, please find the minutes of the above captioned meeting(s).

Your making these available to the appropriate members in your workplace is appreciated.

PLEASE NOTE: THE MINUTES WERE PREPARED BY THE EMPLOYER.

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,



Warren (Smokey) Thomas
President

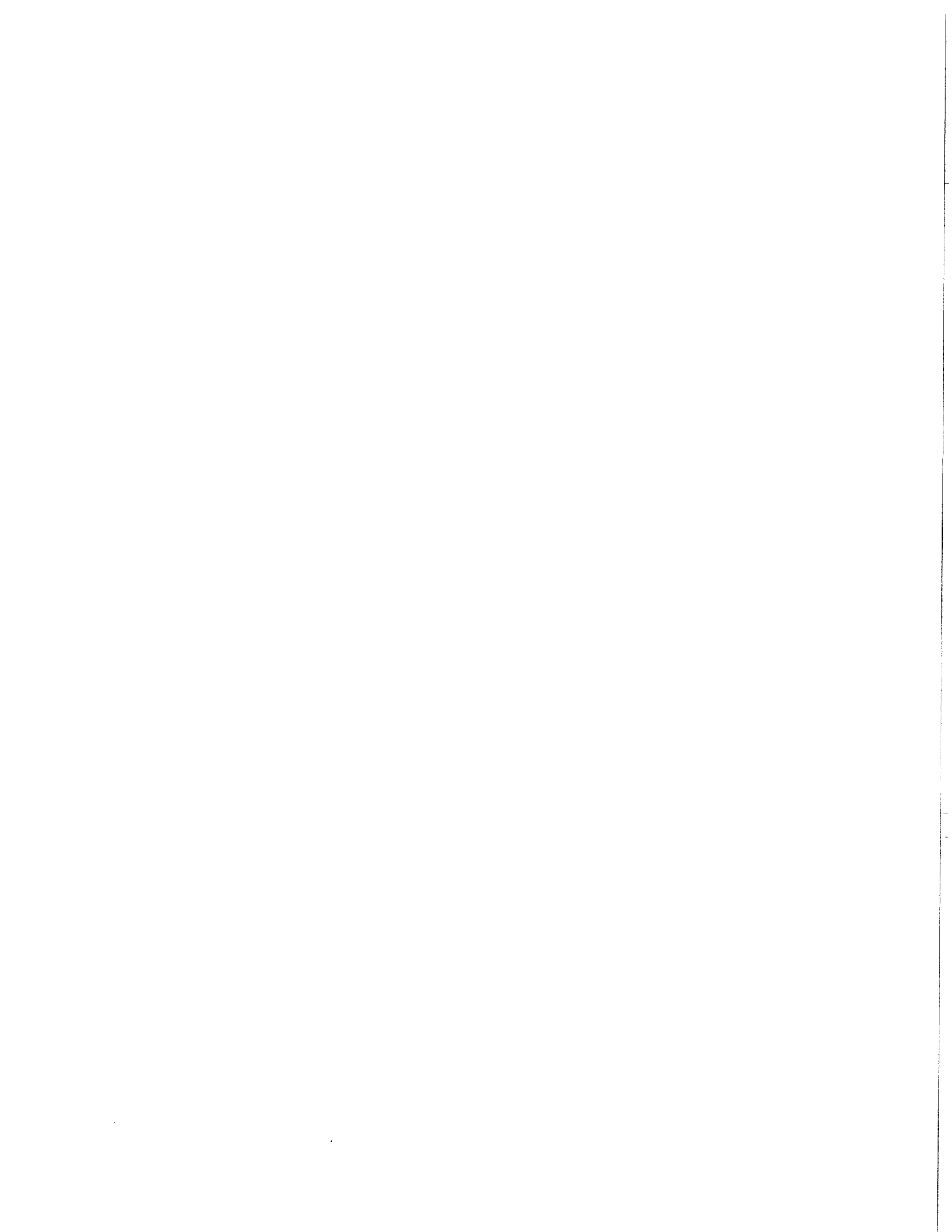


Ruth Hamilton
A/OPS Supervisor

/pb

att.

cc: Senior Staff
Job Security Unit



CENTRAL EMPLOYEE RELATIONS COMMITTEE (CERC) MEETING
October 6, 2010

In Attendance		Regrets
For the Union	For the Employer	Guests
Roxanne Barnes, Co-Chair OPSEU Cameron Walker, OPSEU Chris Cormier, OPSEU Ron Langer, OPSEU Peter Wall, OPSEU Ruth Hamilton, OPSEU	Janet O'Grady, MGS Kevin Sawicki, MGS Alan Hogan, MTO Brian Fior, MGS Corey Foster, MGS Matt Siple, MGS Hélène Bigras, MGS	Fridmar Facunda, OPSEU Malcolm Smeaton, MGS Shahanaz Khan, MGS Bill Kent, MGS Carmen Penn, MGS
Date Tabled	Standing Items	Referred to
	CERC Sub-Committee Reports	
Standing Item	a) JESS: The last JESS meeting was held on July 21, 2010. The next meeting will be held on October 20th.	Employer/Union
Standing Item	b) Training & Development Committee Report: The co-chairs will continue working on identifying an alternative date prior to the next scheduled meeting.	Employer/Union
Date Tabled	Business Arising	Referred to
July 8, 2009	Budget: In regards to the 5% reduction based on attrition: The Employer stated that their target is for implementation by March 31, 2012. OPSEU reiterated that their perspective is that their membership has been impacted already, relative to other bargaining agents. OPSEU further stated that they were concerned that plans are not being shared at MERCs.	Employer

<p>March 3, 2010</p>	<p>Appendix 38 – I&IT: The Employer advised that, to date, 201 positions have been created within the I&IT enterprise as per the commitment made under Appendix 38 (a breakdown was provided). Furthermore, the employer expects the other 29 positions will be filled by the end of 2010. They further asked for a more detailed list of the newly created positions.</p> <p>OPSEU expressed concern that the Employer is not meeting certain commitments they made through bargaining.</p> <p>The Employer responded that they work towards meeting all of their commitments and do appreciate the relationship with OPSEU. They further committed to review the concerns raised with the I&IT SBU.</p> <p>OPSEU further noted that there is still no I&IT training & development committee.</p>	<p>Employer</p>	<p>The Employer will review and respond.</p>
<p>May 12, 2010</p>	<p>Temporary Assignments: OPSEU requested that since the key message was sent out regarding surplus redeployment that further communications be issued referencing health reassignments. Furthermore, they requested lists of available temporary assignments.</p> <p>The Employer will explore the option for asking “how” surplus/health reassignment employees will identify temporary assignment locations.</p>	<p>Employer</p>	<p>The Employer will review and respond.</p>
<p>May 12, 2010</p>	<p>Biometrics: The Employer provided information relating to this topic as well as a presentation. The Employer further advised that a disclosure will be provided to the MGS MERC for the new Guelph Centre.</p> <p>OPSEU raised a concern with the disclosure process stating that they believe this initiative is covered by the disclosure policy under security initiatives.</p>	<p>Employer</p>	<p>The Employer to review and respond.</p>
<p>September 8, 2010</p>	<p>Concurrent Posting and Clearance Process: The Employer is working towards correcting the inconsistencies and is looking to create fail safes to ensure consistency moving forward.</p>	<p>Employer</p>	

September 8, 2010	OPSEU's Count Me In Survey Report: The Employer thanked OPSEU for the presentation provided at the last CERC and asked if OPSEU would give the presentation to a wider Senior OPS audience.	Union	The Union will review and respond.
September 8, 2010	Batons MOR/MOF: The Employer stated that there is no OPS policy on standardization of uniforms for enforcement officers or otherwise. The use of particular protective measures is dependent upon the hazards of each position within the Ministries. OPSEU asked if an independent risk assessment was conducted for the MOR. The Employer responded that they will raise the Union's concerns relative to the risk assessment and respond.	Employer	The Employer responded that they will raise the Union's concerns relative to the risk assessment and respond.
September 8, 2010	OPSEU Collective Agreement Implementation Plan (OCWA): OCWA has advised the Employer that they are still waiting for a list of facilities where there are concerns with the assignment of on-call duty. Furthermore, they have indicated that discussions are ongoing regarding the establishment of the employee relations committees. OPSEU raised further concerns with health and safety issues and the need for training.	Employer	The Union will obtain a list of issues and provide. The Employer will raise concerns and report back.
September 8, 2010	Appendix 42 – Alternative Work Arrangements (Flexible Hours of Work Arrangements): OPSEU will provide a copy of the MOL document pertaining to AWAs. The Employer indicated that work is continuing with respect to an enterprise strategy.	Employer	
September 8, 2010	Payroll Modernization: The Employer provided an update after the first payroll run. The total discrepancies are not as great as projected. OPSEU asked if the Employer would reconcile the discrepancies in pay for the PT employees. The Employer responded that there are no plans at this time to make reconciliations. The Employer will clarify the extent to which the difference is between the methodology and rounding in the new system.	Employer	The Employer will obtain clarifications and respond to OPSEU's concerns.
September 8, 2010	G8/G20 Compensating Leave: A list of employees having been paid compensating leave during the summit was provided to OPSEU.	Employer	

September 8, 2010	<p>Letters to new hires: In response to OPSEU's enquiry at the last CERC, the Employer said that the practice at some ministries of sending copies of letters to new employees to Job Security Officers ceased when the enterprise approach to recruitment was implemented.</p>	Employer	<p>OPSEU undertook to provide the Employer with one single contact point for the receipt of copies of letters to new employees.</p> <p>The Employer will review with the Recruitment Centres.</p>
September 8, 2010	<p>Access to restricted job postings from non-OPS computers: The Employer stated that there is a process in place to apply to restricted competitions through a confidential website when they do not have access to the OPS intranet. The website contains listings of all OPS competitions updated on a daily basis. Eligible candidates (typically employees who are on leave, surplus employees, employees who work at Agencies for example) are given access.</p> <p>OPSEU asked for better communication to employees relative to when they are eligible to be given access as well as how they can register to receive listings of interest to their personal email accounts.</p>	Employer	The Employer to review.
Date Tabled	New Business	Referred to	
October 6, 2010	<p>HRSD: OPSEU requested a list of HRSD contacts.</p>	Employer	The Employer will explore the different options for providing the Union access to the HRSD contacts.
October 6, 2010	<p>Winter Tire Policy: The Ministry of Revenue Health and Safety committee discussed this and advised the Union that MTO had the lead on developing an OPS wide policy.</p> <p>The Employer advised that MTO was not developing an OPS wide policy.</p>	Employer	
October 6, 2010	<p>MCYS MERC Referral: The Employer has not received the referral from MERC.</p>	Employer	The Employer will obtain the referral and respond.
October 6, 2010	<p>MGS MERC Referral: OPSEU said they asked the MGS MERC for a list of non-ministry employees and were advised that they would receive this list at CERC.</p> <p>The Employer is not aware of such a list.</p>	Employer	The Employer will review when they are in receipt of the referral.

October 6, 2010	Union Leave: The Employer asked for clarification from OPSEU on the mechanism within OPSEU to approve Paid Union Leave (reimbursed). Furthermore, they sought to clarification that any Union leave approved by Corporate OPSEU would be accompanied by a letter from Corporate OPSEU. OPSEU confirmed that any leave that is to be billed back to OPSEU will be confirmed by a letter from Corporate OPSEU.	Union	
October 6, 2010	Land Registry: OPSEU indicated that they have been hearing of privatizing land registry.	Employer	The Employer will review and respond.

For the Union: Loxanne Barnes

Date: Oct 6/2010

For the Employer: Janet O'Sade

Date: Oct 6/10

