

MEMORANDUM

OPSEU



SEFPO

Syndicat des Employé-e-s
de la Fonction Publique
de l'Ontario

TO: ALL OPS Local Presidents, Executive Board Members,
CERC Teams, MERC Teams

FROM: Terry Baxter
OPS Supervisor/Negotiator

DATE: November 30, 2005

RE: **Central Employee Relations Committee Meeting
Minutes – October 12, 2005**

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: THESE MINUTES WERE PREPARED BY THE EMPLOYER.

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,

Leah Casselman
President

Terry Baxter
OPS Supervisor/Negotiator

LC/jm
att.

c: Senior Staff
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CENTRAL EMPLOYEE RELATIONS COMMITTEE (CERC) MEETING

October 12, 2005

OPSEU Office, 31 Wellesley St. East

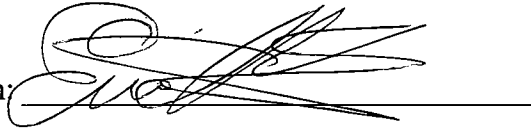
In Attendance			
For the Union	For the Employer	Guests	Regrets
Eric Morin, Co-Chair OPSEU Terry Baxter, OPSEU Kathleen Demareski, OPSEU Rheal Delaquis, OPSEU	Gayle Fisher, Co-Chair MGS Renee Reddick, MGS Tom Sharp, MGS Ryan Hornby, MGS	David Cope, MPIR Christina Georgescu, MPIR	Janis Bartley, MGS
Date Tabled	Standing Items	Referred to	Action
Standing Item	<p>Corporate Initiatives</p> <p>Report back was provided regarding:</p> <p>Accommodations Policy</p> <p>The draft policy is still under development and targeted for release in early 2006 . Representatives from the appropriate area will attend a future CERC meeting.</p>		No action required.
Standing Item	<p>Grievance Administration Project (GAP)</p> <p>The parties agree to take lessons learned from previous pilot ministries and approach two new ministries for a Ministry File Review Pilot. The parties will discuss at the next CERC meeting</p>		No action required.
October 12, 2005	<p>CERC Sub-Committee Reports</p> <p>Each sub-committee will develop a simple written report to</p>		Parties to work jointly at sub-committee level.

	forward to the CERC on a monthly basis.		
Date Tabled	Business Arising	Referred to	Action
November 6, 2003	<p>Union Leave Protocol</p> <p>The Employer will discuss the general issues and concerns with ministries and ministry HR/LR.</p> <p>Union Leave Protocol will be removed from the agenda. Should circumstances warrant it, this item may be returned to the agenda.</p>	Employer	Item removed from agenda.
June 3, 2004	<p>Asbestos Removal in Government-owned Properties</p> <p>The Employer confirmed that there is no new guideline on Air Quality testing under development. Air and water quality testing are included in the standard ORC lease form. The Employer will clarify the above with the Ministry of the Environment.</p> <p>The Employer will follow-up with ORC develop consistent procedures and communications to Health & Safety Committees for government owned and leased buildings.</p>	Employer	Employer to report on progress at November CERC.
August 5, 2004	<p>Service Ontario</p> <p>Discussion deferred to November CERC.</p>	Employer	Employer to Respond to Union concerns in Sept 14 agenda.

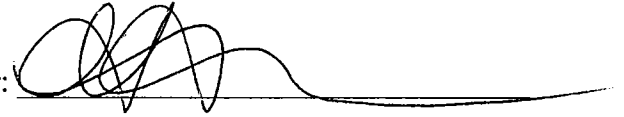
New Items			
September 14, 2005	<p>Implementation of the New Collective Agreement</p> <p>OPSEU will review the draft tracking report provided by the Employer.</p> <p>Regarding the moratorium on classification grievances, to clarify, this is not a moratorium on changes to an employees work duties and not a moratorium on the right of the Employer to reclassify positions in the OPS.</p>	Union	Union to respond to draft tracking report
October 12, 2005	<p>Membership/WIN/Employer ID –Numbers to be consolidated</p> <p>The appropriate parties within the Employer will liaise and consult with OPSEU over implementation.</p> <p>This item is subsumed into the item Implementation of the New Collective Agreement.</p>		Removed from Agenda
October 12, 2005	<p>Successor Rights</p> <p>Item was discussed.</p>		Removed from Agenda
October 12, 2005	<p>Central Job Registry</p> <p>This is a subject pertaining to Article 20 (Employment Stability) Implementation. The JESS is the appropriate forum for discussion of this item and this will be reflected in the sub-committee’s report back to CERC.</p>		Removed from Agenda
October 12, 2005	<p>OPTrust and Second Tier Divestment</p> <p>The Union believes that the changes proposed to the plan are</p>		Employer to report back.

	beneficial to both parties. The Union advised the Employer that the Union would launch a campaign on this issue.		
October 12, 2005	<p>Unclassified Hiring Initiatives</p> <p>The parties agree to use the baseline provided by the Employer. The Employer committed to meeting its obligation under the collective agreement and will work with ministries to review their use of unclassified and temp help services as part of this.</p> <p>The Employer will report back to CERC early in the new year.</p>	Employer	Employer to report back early in the new year.
October 12, 2005	<p>Increased Cost of Personal Automobile Operation</p> <p>The Union proposed an increase to the kilometric reimbursement rate. The Employer will report back at the next CERC</p>	Employer	Employer to report back.
October 12, 2005	<p>Training Initiatives</p> <p>The Employer will confirm whether Leslie McLeod can attend. The parties will attempt to gather any existing training documents used by MERCs, and begin development on 2 levels of joint training (team building and joint problem solving) to be rolled out at CERC.</p>	Employer & Union	<p>Parties to gather existing training materials.</p> <p>Employer to contact Leslie McLeod.</p>
October 12, 2005	<p>Provincial Inter-ministerial Council</p> <p>The Employer will reiterate the Union's concerns to the chair of the Provincial Inter-ministerial Council.</p>	Employer	Removed from agenda
October 12, 2005	<p>Ontario Internship Program</p> <p>The Employer reported on the status of the Ontario Internship Program. Future reports on this item will occur under the Corporate Initiatives banner.</p>		Removed from agenda

For the Union:

A handwritten signature in black ink, consisting of several overlapping loops and sharp strokes, positioned above a horizontal line.

For the Employer:

A handwritten signature in black ink, featuring a large, circular loop followed by several smaller loops and a long horizontal tail, positioned above a horizontal line.

OPSEU



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FOR MERC ACTION

Strategic Action from Local Employee Relations Committee
(to be used when an issue is not resolved at LERC table)

Ministry:

Workplace Location:

Local #:

Please use a Separate Form for Each Unresolved issue.

- ✓ Please include the specific details about the issue.
- ✓ Provide any documentation that may assist the discussion at your Ministry Employee Relations Committee (MERC).

Is the issue related to (please ✓):

- | | | | |
|--------------------------|--|--------------------------|---------------------------------|
| <input type="checkbox"/> | Job Security and Article 20 | <input type="checkbox"/> | Reasonable Efforts - Divestment |
| <input type="checkbox"/> | Employer's Corporate Initiative and work re-organization | <input type="checkbox"/> | |
| <input type="checkbox"/> | Enforcing the Contract | <input type="checkbox"/> | Contract Interpretation |
| <input type="checkbox"/> | Health and Safety | | |
| <input type="checkbox"/> | Other: (please identify) | | |

Statement of the Issue:

The Resolution sought by your Local Employee Relations Committee (LERC):

Date Issue was declared unresolved by your LERC:

Is the Relevant material attached? Yes No

LERC Minutes dated:

Correspondence. Please list:

Local ERC Member Contact

Name:

Home #:

Address:

Work #:

**FORWARD to: OPSEU Job Security Unit, 100 Lesmill, Toronto, Ontario M3B 2P8
Fax: (416)448-7462**

