

## MEMORANDUM

**TO:** All OPS Local Presidents, Executive Board Members, CERC Teams, MERC Teams  
**FROM:** Brian Gould, OPS Supervisor/Negotiator  
**DATE:** September 7, 2007  
**SUBJECT:** **Central Employee Relation Committee Meeting Minutes  
June 6, 2007**

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

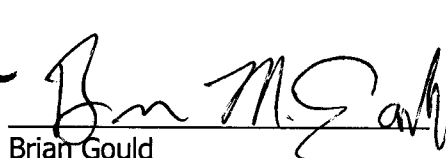
Your making these available to the appropriate members in your workplace us appreciated.

**PLEASE NOTE: THE MINUTES WERE PREPARED BY THE EMPLOYER.**

AUTHORIZED FOR DISTRIBUTION: IN SOLIDARITY,



Warren (Smokey) Thomas  
President



Brian Gould  
OPS Supervisor/Negotiator

ST/cf

att.

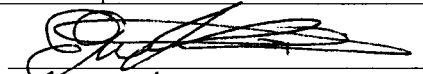
cc: Senior Staff  
Job Security Unit

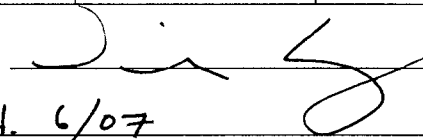
**CENTRAL EMPLOYEE RELATIONS COMMITTEE (CERC) MEETING**  
**June 6, 2007**  
**31 Wellesley Street East**

<b>In Attendance</b>			
<b>For the Union</b>	<b>For the Employer</b>	<b>Guests</b>	<b>Regrets</b>
Eric Morin, Co-Chair OPSEU Kathleen Demareski, OPSEU Rhéal Delaquis, OPSEU Bob Eaton, OPSEU	Gayle Fisher, Co-Chair, MGS David Logan, MGS Donna Holmes, MGS Brian Fior, MGS Ryan Roche, MGS Lisa Rawlings, MGS	Bob Stark, MGS Frank D'Onofrio, MGS Michael Villeneuve, MGS Becky Doyle, MGS Sandra Bourolias, MGS Marg Simmons, OPSEU Nicola Martin, OPSEU	Brian Gould, OPSEU
<b>Date Tabled</b>	<b>Standing Items</b>	<b>Referred to</b>	<b>Action</b>
<b>Standing Item</b>	<b>Grievance Administration Project (GAP)</b> Report provided by the union. Employer to consider next steps.	Employer/Union	Remove item from agenda
<b>Standing Item</b>	<b>CERC Sub-Committee Reports</b>  a) <b>Job Evaluation/ Pay Equity</b> – Representatives from the Job Evaluation Team attended and provided an update on the project to date.  b) <b>JESS</b> – regular report provided  c) <b>Training &amp; Development</b> – defer to next CERC meeting	Employer/Union	
<b>Standing Item</b>	<b>Update on Corporate initiatives</b> Service Ontario – update provided on a number of initiatives and provided feedback from attending the recent May 28 OPSEU All Chairs Meeting.	Employer/Union	Employer to request presentation from Recruitment Modernization Team for August CERC
<b>Standing Item</b>	<b>Implementation of New Collective Agreement</b> Chart Updated	Employer	To be updated as progress is made
<b>Date Tabled</b>	<b>Business Arising</b>	<b>Referred to</b>	<b>Action</b>

<b>September 6, 2006</b>	<b>Labour Relations Training – Next Steps</b> The Employer shared the evaluations of the training pilots. The revised ERC Effectiveness Course is expected to launch late summer. Train-the-Trainers sessions will be established shortly. The joint MERC Effectiveness survey has been sent to MERC Teams for completion.	Employer/Union	Completed MERC Effectiveness Surveys to be sent to the Employee Relations Division by July 31, 2007
<b>September 6, 2006</b>	<b>Appendix 33 – Unclassified</b> Employer reaffirmed commitment to share year-over-year data on unclassified OPSEU employees.	Employer	
<b>September 6, 2006</b>	<b>Employer’s Ongoing Reduction of OPSEU members in the OPS</b> Union continues to express an ongoing concern with the reduction of its members in the ministries.	Employer	
<b>November 1, 2006</b>	<b>Health and Wellness Strategy</b> The Health and Wellness Framework is currently awaiting approvals.	Employer/Union	Employer to update in September
<b>March 2006</b>	<b>Air Testing in Government Leased building</b> ORC continues to develop guidelines on the management of air quality problems by ORC and ministries. The guidelines will outline roles and responsibilities, speak to routine inspections, and highlight the responsibility for proper reporting and communication. ORC remains committed to consulting with OPSEU prior to roll out.	Employer	Employer will report back in September.
<b>March 7, 2007</b>	<b>Violence in the Workplace</b> The Employer will be sharing a best practice toolkit with the ministries. Each ministry is encouraged to tailor the best practices to meet the unique needs of their ministry.	Employer	Remove item from agenda
<b>Date Tabled</b>	<b>Business Arising</b>	<b>Referred to</b>	<b>Action</b>
<b>June 6, 2007</b>	<b>Clarification of Disclosure Procedures</b> The Employer recently met with CAOs to discuss the importance of disclosure.	Employer	The Employer to send a reminder memo to ministries outlining the employer’s disclosure process with the Interim Disclosure Directive attached.
<b>June 6, 2007</b>	<b>Labour Relations Across the OPS - Discussion</b> Deferred to August.	Employer	

<b>June 6, 2007</b>	<b>Bargaining Unit Integrity</b> Parties to schedule a meeting to address BUI issues.	Employer	
<b>June 6, 2007</b>	<b>Federal Harmonization</b> Parties to schedule a meeting to discuss.	Employer	Employer to present a review of the Federal-Provincial Agreement at August CERC or before
<b>June 6, 2007</b>	<b>Use of Temp Agencies for Staffing</b> The Employer committed to meet the timeline to provide a report in June.	Employer	Employer to schedule meeting with union representatives
<b>June 6, 2007</b>	<b>Electronic Dues Tape</b> Deferred pending further discussion between the parties.	Employer	

For the Union:   
Date: Sept 6 / 2007

For the Employer:   
Date: Sept. 6/07