

# 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: May 17, 2004

RE: **Central Employee Relations Committee Meeting  
Minutes – January 8 and 14, 2004**

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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 is appreciated.

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

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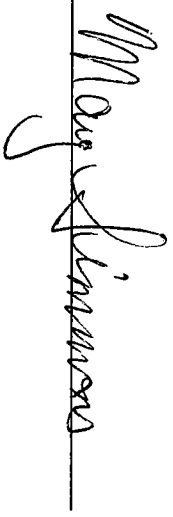
**CENTRAL EMPLOYEE RELATIONS COMMITTEE (CERC) MEETING**  
**January 8 and 14, 2004**  
**OPSEU, 100 Lesmill Road**

<b>In Attendance</b>			
<b>For the Union</b>	<b>For the Employer</b>	<b>Guests</b>	
Marg Simmons, Co-Chair Kathleen Demareski Cameron Walker, OPSEU Judith Marion, OPSEU	Andréa Kuprejanov Hatzis, A/Co-Chair, MBS Elizabeth McKnight, MBS Renee Reddick, MBS Dorothy Mahoney, MBS Ade Adekeye, MBS	Janet Wright, OPSEU Phyllis Miler, II&E Tristan Fehrenbach, MBS Joan Kruspe, MBS Jennifer Evans, MBS	Janis B...
<b>Date Tabled</b>	<b>Business Arising</b>	<b>Referred to</b>	
<b>Standing Item</b>	<b>Inspections, Investigations and Enforcement Project</b> The Union was provided with an update of this project, including current training initiatives and next steps. The Union requested clarification on the distinction between primary and secondary II&E positions. The Employer confirmed that the II&E Secretariat does not use these terms, nor make any such formal distinction between jobs.		No action req
<b>Standing Item</b>	<b>Grievance Administration Project (GAP)</b> The parties discussed the current status of the GAP pilot projects at MTO and MAG.		No action req
<b>March 13, 2003</b>	<b>Joint CERC Training</b> The parties confirmed the meeting with the consultant on January 14, 2004 in preparation for January 23, 2004 training..	<b>Both</b>	Parties to mee develop the a
<b>March 13, 2003</b>	<b>Employee Survey Pilot</b> The Union is reviewing the survey results.	<b>Union</b>	Union to repo February on v priority items

<b>June 4, 2003</b>	<b>Return to Work Policy</b> The consultation meeting regarding the IDEA program has not yet been scheduled.	<b>Both</b>	Both parties to share their available dates.
<b>August 6, 2003</b>	<b>Ontarians with Disabilities Act</b> There was nothing to report.		Employer to follow up regarding Ministry Accessibility Plans.
<b>August 6, 2003</b>	<b>Tuition Reimbursement</b> The Employer distributed a memo clarifying the treatment of tuition reimbursement under Article 20 of the collective agreement. This amount is taxed at source, but not subject to EI or CPP deductions. An ROE is not issued. The Union requested that employees be advised, in their exit packages, that tuition reimbursement is taxed.	<b>Employer</b>	Employer to refer issue to JESS.
<b>August 6, 2003</b>	<b>Live and Let Live Fund</b> The Employer is still reviewing this request.	<b>Employer</b>	Employer to follow up.
<b>September 4, 2003</b>	<b>CERC Subcommittee for Classification Reviews</b> The JSSC reviewed its work plan and provided a document. The parties agreed to invite the JSSC back to CERC in late Spring to provide a status update.	<b>Both</b>	JSSC members to be invited to CERC in late Spring to provide a status update.
<b>November 6, 2003</b>	<b>Status of Program Evaluation</b> The Employer indicated that they do not have any further clarification on the status of Program Evaluation.	<b>Employer</b>	Employer to report back as information is available..
<b>November 6, 2003</b>	<b>Filling Vacancies during the Current Fiscal Period</b> The Employer confirmed that the hiring freeze would continue at least until the end of the current fiscal year.	<b>Employer</b>	Employer to provide updates as available.
<b>November 6, 2003</b>	<b>Request for Compressed Work Week in Registration and Claims (MOHLTC)</b> The Employer reiterated that the Ministry does not intend to institute CWWs in Registration and Claims.	<b>Employer</b>	Employer to forward Union's concerns and suggestions to MOHLTC.

	The Employer agreed to forward the Union's concerns and suggestions for a CWW pilot project to the Ministry.		
<b>November 6, 2003</b>	<b>Union Leaves</b> The parties agreed to defer this item to the next meeting.	<b>Both</b>	Bring forward to next meeting.
<b>December 5, 2003</b>	<b>Health Guidelines for Dealing with SARS</b> The Employer thanked the Union, on behalf of Emergency Management and Planning, for their written comments and recommendations.		No action required.
<b>December 5, 2003</b>	<b>Delegations of Authority</b> The Union was given an overview of the draft guidelines on non-OPS Delegations of Authority, and asked to provide any feedback directly to the contact person at HR Strategies, MBS.	<b>Union</b>	Union to provide feedback.
<b>December 5, 2003</b>	<b>JESS Referral</b> The Union reiterated its concerns about the Employer's compliance with Appendix 25 of the collective agreement – conversion of part-time unclassified employees.  The Union indicated that it intends to proceed to arbitration but is open to discussion at CERC.	<b>Employer</b>	Employer to respond.
<b>Date Tabled</b>	<b>New Business</b>	<b>Referred to</b>	<b>Action</b>
<b>January 8, 2004</b>	<b>Union Request to Distribute Pamphlet to Retiring OPS Members</b> The Union requested that the Employer distribute "Retired Members Division" pamphlets to retiring bargaining unit employees. The Union would supply the Employer with the pamphlets.	<b>Employer</b>	Employer to consider Union's request.
<b>January 8, 2004</b>	<b>Attendance Support Program (ASP)</b> The Union sought clarification regarding the effect of	<b>Union</b>	Union to follow up with any specific concerns about individuals.

	<p>the 2002 labour disruption on the ASP. The Employer responded that the threshold was based on a prorated average, excluding the labour disruption. Individual employee sick absences were counted in determining individual entry into the ASP. The Union was asked to provide further information if they had any specific concerns about individuals.</p>		
<p><b>January 8, 2004</b></p>	<p><b>Max Merit Inclusion in Base Salary</b>  The Employer confirmed that this was not a system problem but an application of the max plus merit rates that are printed in the collective agreement salary schedules. In some cases this has resulted in either a slightly higher or slightly lower gross salary.</p>		<p>No action required.</p>
<p><b>January 8, 2004</b></p>	<p><b>Employee Assistance Tender</b>  The Employer confirmed that an update would be provided at an upcoming multi bargaining agent information meeting.</p>		<p>No action required.</p>
<p><b>January 8, 2004</b></p>	<p><b>OPS Ideas Campaign</b>  The Union was concerned that employees and Union representatives were not being given the opportunity by some Ministries to attend consultation meetings. The Employer agreed to forward the Union's concerns to the Consultation Projects office.</p>	<p><b>Employer</b></p>	<p>Employer to forward Union's concerns to Consultation Projects office.</p>
<p><b>January 8, 2004</b></p>	<p><b>Union Request for CERC Name Change</b>  The Union requested that the Employer consider changing the "Central Employee Relations Committee" to the "Central Enforcement and Renewal Committee" at the upcoming round of bargaining.</p>	<p><b>Employer</b></p>	<p>Employer to respond at next meeting.</p>

For the Union: 

For the Employer: 