

Ontario Public Service
Employees Union

OPSEU



SEFPO

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

MEMORANDUM

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

FROM: Brian Gould, OPS Supervisor/Negotiator

DATE: February 9, 2007

SUBJECT: **Central Employee Relation Committee Meeting Minutes
January 11, 2007**

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:

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Leah Casselman
President

LC/cf
att.

cc: Senior Staff
Job Security Unit

Brian Gould
OPS Supervisor/Negotiator

CENTRAL EMPLOYEE RELATIONS COMMITTEE (CERC) MEETING

January 11, 2007

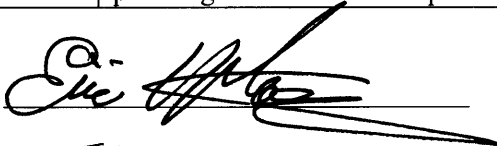
77 Wellesley Street West

In Attendance			
For the Union	For the Employer	Guests	Regrets
Eric Morin, Co-Chair OPSEU Kathleen Demareski, OPSEU Rhéal Delaquis, OPSEU Brian Gould, OPSEU	Gayle Fisher, Co-Chair, MGS Donna Holmes, MGS Brian Fior, MGS Ryan Roche, MGS	Michael Villeneuve, MGS Becky Doyle, MGS Frank D'Onofrio, MGS Brent Kears, MGS Sandy Henderson, MGS Tonu Tosine, MGS	David Logan, MGS
Date Tabled	Standing Items	Referred to	Action
Standing Item	Grievance Administration Project (GAP) The Employer and the Union met on December 19, 2006 to share thoughts on an early intervention pilot project. Discussions are ongoing.	Employer/Union	The parties to identify two ministries for participation in a pilot.
Standing Item	CERC Sub-Committee Reports a) JSSC – work ongoing b) Job Evaluation/ Pay Equity – work ongoing c) JESS – No meeting in December. Next meeting scheduled for January 17, 2007 d) Training & Development – Work ongoing	Employer/ Union	JSSC – ER to follow up on next steps. JE – Detailed update in February
Standing Item	Update Corporate initiatives a. HR Transformation – Union Management Advisory Committee? The Union has agreed to participate in a Joint Advisory Group for HR Transformation updates and confirmed membership.	Employer	Updates as necessary
Standing Item	Implementation of New Collective Agreement Chart provided	Employer	To be updated as progress is made
Date Tabled	Business Arising	Referred to	Action

September 6, 2006	<p>Successor Rights – Time Frame for Restoration Successor Rights was proclaimed when it received Royal Assent on December 20, 2006. OPSEU acknowledged that the Government has met its commitment to restore successor rights for crown employees.</p>	Employer/Union	Remove from agenda.
September 6, 2006	<p>Service Ontario Report – Status Representatives from MGS and OPSEU met on January 9, 2007 to discuss Kick Off '07, LERCs, Joint Health and Safety Committees, and the development of overarching long-term labour relations guiding principles for Service Ontario.</p> <p>Brent Kears, ADM – Marketing and Business Support provided an update on Kick-off '07 training sessions. The parties look forward to a report back.</p>	Employer	Employer to update as necessary
September 6, 2006	<p>Labour Relations Training Roll-up – Status and next steps The Employer and OPSEU are scheduled to meet on January 24, 2007 to review materials and discuss regional pilot workshops.</p>	Employer/Union	
September 6, 2006	<p>Appendix 33 – Unclassified – Union Response A memo was provided to HR directors on December 14, 2006.</p>	Employer	Employer to provide OPSEU with a copy of the memo sent to HR directors.
September 6, 2006	<p>Employer's Ongoing Reduction of OPSEU members in the OPS OPSEU provided a JobMart analysis for 2006 and reinforced its contention that there continues to be an erosion of their bargaining unit in the OPS.</p>	Employer	
September 6, 2006	<p>Changes to the Insurance Act and Impact to OPSEU Members The Employer committed to provide CERC with draft Qs and As by end of day. OPSEU to provide a response as soon as possible.</p>	Employer	Employer to follow up
October 4, 2006	<p>Interpretation of Meal, Travel and Accommodation Policy Employer to follow up with a memo from MGS Corporate Policy and MGS Employee Relations to CAOs and HR Directors to clarify the definition of itemized receipts with a goal to provide a draft before next CERC.</p>	Employer	Employer to follow up
October 4, 2006	<p>New Temporary Agency Hiring Process A meeting is to be arranged by the end of the month.</p>	Union/Employer	Employer to follow up with dates in January 2007 to further discuss common uses and tools.

November 1, 2006	Fragrances in the Workplace Brian Fior, Director – HR Policy and Planning, provided an update on research relating to Environmental Sensitivities in the workplace and a strategy for the OPS. A memo and brochure will be released next week. Brian will return to CERC to update on an OPS Health and Wellness Strategy.	Union/Employer	
December 6, 2006	OPS Learn and Work The Employer to follow up on a list of phase 1 listings for local OPSEU representatives for each Ministry. .	Employer	Program representative to attend in February
Date Tabled	New Business	Referred to	Action
January 11, 2007	Job Rotation The parties discussed the concept of Job Rotation in the OPS. OPSEU highlighted the need for broader strategy on performance planning and career development.		Parties to discuss further.

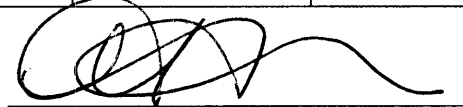
For the Union:



Date

Feb 7, 2007

For the Employer:



Date:

Feb 7 / 07