

MEMORANDUM

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

FROM: Ruth Hamilton, A/OPS Supervisor

DATE: February 23, 2011

SUBJECT: **Central Employee Relation Committee Meeting Minutes
February 15, 2011**

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
February 15, 2011
Small Bargaining Centre
7th Floor, 77 Wellesley Street West

In Attendance			
For the Union	For the Employer	Guests	Regrets
Roxanne Barnes, Co-Chair OPSEU Chris Cormier, OPSEU Ron Langer, OPSEU Peter Wall, OPSEU Cameron Walker, OPSEU Ruth Hamilton, OPSEU	David Brook, MGS Lori Aselstine, MGS Stephen Brown, MGS Alan Hogan, MTO Juanita Yarascavitch, MGS Stefan Pietrangelo, MGS	Leann MacCallum, MGS Tracey McConnell, MGS Lisa Mayerhofer, MGS	David Logan, Co-Chair, MGS Brian Fior, MGS
Date Tabled	Standing Items	Referred to	Action
Standing Item	CERC Sub-Committee Reports a) JESS A JESS update was provided.	Employer/Union	
Standing Item	Training & Development Committee Report The Employer confirmed its commitment to have the T&D subcommittee discuss training in I&IT as agreed to under Appendix 38. The Employer is reviewing OPSEU's comments on the updated terms of reference and anticipate responding at the next T&D subcommittee meeting.	Employer/Union	
Date Tabled	Business Arising	Referred to	
July 8, 2009	Budget: In regards to the 5% reduction based on attrition The Employer confirmed the Ministry of Finance is leading the review of the reduction or consolidation of the number of Government agencies. It is anticipated that the review will be completed for the end of fiscal. The Employer confirmed that it has followed up with ministries regarding RbP disclosures.	Employer	

March 3, 2010	<p>Appendix 38 – I&IT</p> <p>The MGS Strategic Business Unit provided an update on the initiatives and projects in I&IT.</p>	Employer	
May 12, 2010	<p>Temporary Assignments</p> <p>No update available at this time.</p>	Employer	The parties will be arranging a meeting to discuss this matter further.
September 8, 2010	<p>Interpretive Bulletins</p> <p>The parties continue to review the interpretive bulletins.</p>	Employer/Union	The parties will schedule a meeting to review the bulletins.
September 8, 2010	<p>Flexible Work Strategy</p> <p>a) Tele-Work</p> <p>The Employer has followed up with the ministry on OPSEU's concerns regarding tele-work agreements.</p> <p>b) Appendix 42 – Alternative Work Arrangements</p> <p>The Employer has reviewed the language in Appendix 42 in light of OPSEU's concerns and it is the Employer's view that the language in Appendix 42 does not restrict employee rights with respect to flexible hours of work arrangements.</p> <p>The Employer will be communicating this understanding to management and HR staff.</p>	Employer	The parties will discuss flexible work strategy at the meeting being scheduled for the beginning of March.
September 8, 2010	<p>Payroll Modernization</p> <p>The parties have scheduled a meeting on February 25th to discuss payroll modernization.</p>	Employer	
November 4, 2010	<p>JESS Referral – Personnel Security Screening</p> <p>OPSEU requested that as an interim measure that the Employer amend letters to employees who have received a notice of layoff regarding potential positions that require security screening and that OPSEU be provided advanced notice of the letters.</p>	Employer	<p>The Employer will review OPSEU's requests regarding an interim fix and respond.</p> <p>The parties will be arranging a meeting to discuss this matter further.</p>

December 1, 2010	MTCU MERC Referral The MTCU MERC is currently discussing this matter.	Employer	The parties agree to refer this matter to the MTCU MERC.
December 1, 2010	Retirees Package The parties agree to continue to work together to address this matter.	Union	To be removed from the agenda.
January 5, 2011	MFRCs The Joint MFRC Steering Committee has scheduled a meeting on February 17 for the purpose of organizing a focus group of MFRC co-chairs to discuss how the committees have worked. Ideas generated from the focus group and the Steering Committee will be included in a joint report that will be prepared by the Joint MFRC Steering Committee.	Employer / Union	The parties expect that the Joint MFRC Steering Committee report back at the April CERC meeting.
January 5, 2011	Merit Increases / Seniority The Employer has drafted a communication to remind management and HR staff of the agreement reached at CERC about fixed term merit and seniority.	Employer	The parties have scheduled a meeting on February 25 th to further discuss fixed term merit and seniority.
Date Tabled	New Business	Referred to	
February 15, 2011	Employee Relations Committee Online Tool The Employer is looking at developing an online tool to provide employees with a single source for information regarding OPSEU Employee Relations Committees.	Union	OPSEU to provide feedback to the Employer by February 23, 2011
February 15, 2011	ERC Training OPSEU suggested that the parties look at revising the Employee Relations Committee (ERC) training to assist long standing ERCs. The Employer informed OPSEU that CFLL offers a course in conflict resolution. If ERCs are interested in taking this course together Centre for Employee Relations is willing try to facilitate groups attending the training together.	Employer	To be removed from the agenda.

February 15, 2011	Expressions of Interest The Employer provided an overview of the Expression of Interest guidelines in MTO and the Employee Relations Division Internal Developmental Opportunity process.	Employer	The parties will discuss expressions of interest at the meeting being scheduled for the beginning of March.
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For the Union: Lorraine Barnes

Date: Feb 15, 2011

For the Employer: J. R. R.

Date: FEB 15/11