

MEMORANDUM

TO: All OPS Local Presidents, Executive Board Members, CERC Teams, MERC Teams
FROM: Ruth Hamilton, OPS Supervisor
DATE: October 28, 2011
SUBJECT: **Central Employee Relation Committee Meeting Minutes
October 5, 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
OPS Supervisor

/sk

att.

cc: Senior Staff
Job Security Unit


CENTRAL EMPLOYEE RELATIONS COMMITTEE (CERC) MEETING
October 5, 2011
Large Bargaining Centre
7th Floor, 77 Wellesley St. W.

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 Logan, Co-Chair, MGS David Brook, MGS Mark Dittenhoffer, MGS Brian Fior, MGS Alan Hogan, MTO Robert Gordica, MGS Stefan Pietrangelo, MGS	Natasha Holland, MGS	
Date Tabled	Standing Items	Referred To	Action
	<p>CERC Sub-Committee Reports</p> <p>a) JESS</p> <p>OPSEU raised concerns regarding a change the frequency that the JESS reports are being run.</p> <p>OPSEU raised ongoing issues relating to Article 20.8.</p>	Employer/Union	<p>The Employer agrees to look into OPSEU's concerns.</p> <p>The Employer will review OPSEU's concerns regarding Article 20.8 prior to next CERC and/or arbitration date.</p>
Standing Item	OPSEU raised concerns regarding ministries withholding job threatened positions from displacement and not advising union as to positions being withheld.		<p>OPSEU will raise it at JESS requesting that RSO advise OPSEU when a ministry is deeming a displacement to be into a job threatened position.</p> <p>OPSEU maintains the right to bring this item back to CERC if appropriate action is not taken.</p>

Training & Development Committee Report			
Standing Item	The September Training and Development Committee meeting was rescheduled to October 21, 2011.	Employer/Union	
Date Tabled	Business Arising	Referred to	Action
July 8, 2009	Budget : In regards to the 5% reduction No updates at this time.	Employer	The Employer will continue to provide updates as they become available.
September 8, 2010	Interpretive Bulletins The parties are working towards finalizing the documents at a meeting on October 19h.	Employer/Union	
September 8, 2010	Flexible Work Strategy a) Tele-Work b) Appendix 42 – Alternative Work Arrangements	Employer	
September 8, 2010	The Employer informed OPSEU that they are planning to disclose the Flexible Work Strategy to all bargaining agents on October 11 th .	Employer	
November 4, 2010	Personnel Security Screening The Employer, through JESS, provided OPSEU with a draft MOA on September 26 th regarding redeployment & security screening being done by SSCPB. OPSEU raised concerns regarding the notice they are receiving when employees are required to undergo Phase 3 legacy security checks as part of the redeployment process.	Employer	The Employer to follow-up through JESS.

January 5, 2011	MFRCs The Co-chairs of CERC will endeavour to attend a few MFRCs.	Employer/Union	
January 5, 2011	Merit Increases / Seniority OSS is working on finalizing the system solution.	Employer	The Employer will continue to provide updates.
February 15, 2011	Expressions of Interest The Employer is consulting with the HR community on the draft FOI guidelines.	Employer	The Employer will provide an update at the next CERC meeting.
April 13, 2011	Policy Grievance Tracking The Employer provided OPSEU with a draft of the policy grievance tracking document.	Union	OPSEU to provide the Employer with feedback.
September 7, 2011	TCU Referral OPSEU raised concerns regarding a memo sent out by TCU regarding Article 14.	Union	OPSEU agreed to provide the Employer with some suggested changes to the memo.
September 7, 2011	Union Book Off MEDT has resolved this matter at the local level.	Employer	To be removed from the agenda.
Date Tabled	New Business	Referred to	Action
October 5, 2011	MOL MERC Referrals	Employer/Union	Parties agree to defer this item to the next meeting.

<p>October 5, 2011</p>	<p>Staff Returning to Home Positions</p> <p>OPSEU raised concerns that there are several areas in the OPS where staff are being asked to return to their home position from a temporary assignment.</p> <p>The Employer confirmed there is no corporate direction regarding temporary assignments, program areas are responsible for managing their own positions.</p>	<p>Employer</p>	
<p>October 5, 2011</p>	<p>MOR Merit Dates</p> <p>OPSEU raised concerns that employees in MOR who are being transferred to the CRA are not going to receive their February 2012 merit increases.</p>	<p>Employer</p>	<p>Employer to follow-up with the Ministry.</p>
<p>October 5, 2011</p>	<p>Benefits for Seasonals</p>	<p>Employer</p>	<p>The parties agree to defer this item to the next meeting.</p>
<p>October 5, 2011</p>	<p>Disability Management Audit</p> <p>OPSEU raised concerns with the project plan for the audit.</p>	<p>Union</p>	<p>OPSEU to provide feedback to the Centre for Employee Health, Safety and Wellness.</p>

For the Union: 

Date: October 5, 2011

For the Employer: 

Date: October 5, 2011