

MEMORANDUM

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

FROM: Brian Gould, OPS Supervisor/Negotiator

DATE: October 9, 2007

SUBJECT: **Central Employee Relation Committee Meeting Minutes
September 6, 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 us appreciated.

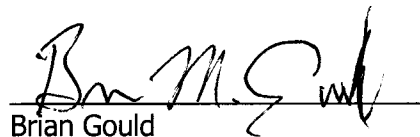
PLEASE NOTE: THE MINUTES WERE PREPARED BY THE EMPLOYER.

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
September 6, 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 Bob Eaton, OPSEU Brian Gould, OPSEU	David Logan, Co-Chair, MGS Allan Hogan, MTO Liborio Campisi, MGS Ryan Roche, MGS Jared Friesen, MGS	Anne Marie Cagnelli, MGS Clare Matthews, MGS Kelly McAslan, MGS Erin Friend, MGS Ila Watson, MGS Jamesene King, MGS Brian Fior, MGS Alison Smyth, MGS Janet O'Grady, MGS Hubert Labelle, ORC	Brian Fior, MGS Donna Holmes, MGS
Date Tabled	Standing Items	Referred to	Action
	CERC Sub-Committee Reports a) Job Evaluation/ Pay Equity – deferred. b) JESS – regular report provided. Explanatory note for Conditional Assignment was updated to reflect settlement outcome of a policy grievance; the parties prepared a joint memo announcing the updated changes. c) Training & Development – update provided.	Employer/Union	
	Update on Corporate initiatives Representatives from the Northern Recruitment Centre provided an overview of the MCSS recruitment pilot. The Union raised specific concerns regarding the new recruitment plan. The Employer suggested that a separate meeting be held to discuss concerns raised.	Employer/Union	The Employer and union will meet to have further discussions.
	Implementation of New Collective Agreement No updates	Employer	To be updated as progress is made
Date Tabled	Business Arising	Referred to	Action

September 6, 2006	Labour Relations Training – Next Steps ERC training on schedule. Roll out to begin in October. MERC effectiveness survey analysis underway.	Employer/Union	
September 6, 2006	Appendix 33 – Unclassified Employer reaffirmed its commitment to reduce reliance on unclassified employees represented by OPSEU.	Employer	
September 6, 2006	Employer’s Ongoing Reduction of OPSEU members in the OPS The Union raised concerns on behalf of its members as a result of the signing of the HR agreement for CTAR.	Employer	Employer to follow up.
November 1, 2006	Health and Wellness Strategy Representatives from HR Policy and Planning provided a report back on bargaining agent consultations and an update on the Health and Wellness initiative. The Union raised concerns regarding Joint Health & Safety Committees.	Employer/Union	The parties agreed to arrange a meeting to discuss Health and Safety Committees in the OPS.
March 2006	Air Testing in Government Leased building ORC presented and provided the Union with draft guidelines on the management of air quality issues in both owned and leased buildings for review. Similar guidelines will also be developed for drinking water testing and mould assessment.	Employer	The parties agreed to schedule a meeting to finalize the guidelines for Air Quality Testing.
September 6, 2007	Clarification of Disclosure Procedures The Employer sent a memo to HR directors on July 30, 2007 reiterating the importance of bargaining agent disclosure and reminding ministries of the process. The union requested that Ministries be advised to send Article 1.4 disclosures electronically to the central email address at OPSEU.	Employer	The employer committed to send clarification memo on best practice for Article 1.4 disclosures.
September 6, 2007	Labour Relations Across the OPS - Discussion The parties had a candid conversation on the status of LR across the OPS. The parties will continue to discuss strategies to improve Labour Relations in the OPS.	Employer/Union	

June 6, 2007	Bargaining Unit Integrity The Union requested that the Employer commit to following <i>Guidelines on Whether or Not to Exclude a Position from a Bargaining Unit</i> . The guidelines outline that once MGS is satisfied with a review of an exclusion rationale for an existing Bargaining Unit position, the package is sent to the OPSEU Inclusions Officer for review within a 30 day period to provide comments.	Employer	The employer will investigate and report back.
June 6, 2007	Federal Harmonization Ministry of Intergovernmental Affaires to present a review of the Federal-Provincial Agreement at the October CERC or before.	Employer	Employer to follow up.
Date Tabled	Business Arising	Referred to	Action
September 6, 2007	Ownership of Health and Safety This issue is being addressed through improvements to guidelines on Air Quality Testing. The Union will continue to monitor.	Employer	
September 6, 2007	RFP – Human Rights and Employment Investigation The union raised concerns with the use of consultants to perform employment related investigations instead of keeping the investigation process in-house. The Employer confirmed that the investigative service providers are not to make recommendations on employee discipline.	Employer	The Employer will provide the Union with a copy of the RFP. The union will review the RFP and comment at the next CERC meeting.
September 6, 2007	Results Based Plans – Detail to MERCs The employer committed to send out the memo on ministry RBP disclosure to all Ministry HR Directors by the end of week.	Employer	Employer to follow up.

For the Union: 
Date: October 3, 2007

For the Employer: Oct. 3/07
Date: 