

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: Cameron Walker
Supervisor Contract Enforcement

DATE: March 16, 2004

RE: **Central Employee Relations Committee Meeting
Minutes – July 3, 2003**

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.

You will also find attached a MERC referral form which should be used when referring unresolved local issues to the ministry level. We request that you provide the Job Security Group with all supporting documentation, (i.e. minutes, correspondence, etc.), with any referrals.

PLEASE NOTE: THESE MINUTES WERE PREPARED BY THE EMPLOYER.

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AUTHORIZED FOR DISTRIBUTION:

Leah Casselman
President

IN SOLIDARITY,

Cameron Walker
Supervisor, Contract Enforcement

LC/ms
att.

c: Senior Staff
Job Security Department

Central Employee Relations Committee (CERC) Meeting
July 3, 2003
100 Lesmill Road, Room 201

In Attendance			
For the Union	For the Employer	Guests	Regrets
Marg Simmons, Co-Chair Kathleen Demareski Steve Nield Judith Marion, OPSEU	Janis Bartley, MBS, Co-Chair Elizabeth McKnight, MBS Ed Farragher, MOF Renee Reddick MBS Andréa Kuprejanov, MBS Laural Thomson, MBS	Pat Schillemore, OPSEU Linda Stevenson, MBS Margaret Wharton, MBS Noreen Hayashi, MBS Catriona McConville, MBS	Cameron Walker, OPSEU
Date Tabled	Business Arising	Referred to	Action
Standing Item	I & IT Survey The Employer to provide an update in the Fall.	Employer	The Employer will follow up with Human Resources and Stakeholder Education Branch to provide an update on the status of this initiative.
Standing Item	Inspections, Investigations and Enforcement Project The Employer agreed to provide an update in September.	Employer	Representatives from II&E to be invited to attend the September CERC.
Standing Item	Grievance Administration Project (GAP) Linda Stevenson, MBS, provided an update on the progress of the GAP, the work done to date by the Steering Committee, and the upcoming joint GAP training in October.		No action required.
March 13, 2003	Joint CERC Training The consultant requested a meeting with both parties to discuss the workshop agenda on July 29 th . The Employer confirmed availability, and confirmed the meeting location to be the Bargaining Centre, 7 th Floor, 77 Wellesley Street West.	Union	The Union to advise of their availability on July 29 th .
March 13, 2003	Employee Survey Pilot Marg Wharton, MBS, presented the preliminary aggregate results of the pilot survey conducted in the	Employer	No action required.

	Ministries of Labour, Consumer and Business Services, MBS, and Enterprise, Opportunity and Innovation. Ms. Wharton agreed to attend CERC in the future to provide further updates as they are available.		
April 2, 2003	Ministry Vehicle as Taxable Benefit This item is under review by the Union.	Union	Union to report back.
May 7, 2003	Office Administration Technical Service Class Standards The Union raised further concerns regarding the application of technical points and provided specific examples at the Ministry of Finance. The Employer agreed to follow up on this issue.	Employer	The Employer to follow up.
May 7, 2003	Compensation for those absent due to SARS The Employer advised that it had confirmed with the Ministry that the corporate policy on compensation for those absent from work due to SARS had been applied correctly and consistently. The Employer requested the Union to provide further details if they have specific concerns.	Union	The Union to provide further information.
May 7, 2003	MNR Lateral Transfer Policy Pat Schillemore, OPSEU, joined the meeting to discuss this item. The Union expressed an interest in working with the Employer and the Ministry to resolve the issue. The Union and Employer agreed to follow up with their Ministry counterparts to explore resolution options.	Both	Union and Employer to contact Ministry counterparts to explore resolution options.
May 7, 2003	West Nile Virus The Employer provided the Union with a copy of "West Nile Virus - Guide for Ministry HR Branches" dated May 2003.		
June 4, 2003	Return to Work Policy Both the Employer and the Union recognized their joint responsibility in facilitating an employee's return to work. The Employer advised that it should be in a position to provide an update to CERC in the Fall on its review of the accommodation and return to work	Employer	The Employer to report back.

Date Tabled	New Business	Referred to	Action
July 3, 2003	<p>Application of Travel Time for Schedule 6 Employees</p> <p>The Union raised the circumstance of one individual alleging inconsistent application of the travel time and compensating time off provisions in the collective agreement. The Employer agreed to follow up with the Ministry involved to obtain further information.</p>	Employer	The Employer to follow up.
July 3, 2003	<p>Attendance Support Program</p> <p>The Union inquired about when the policy was last reviewed and if it adequately addresses all situations. The Employer acknowledged the need for all parties to recognize that the program is intended to be supportive and non-disciplinary.</p>	Employer	The Employer to advise the HR Strategies Branch, MBS, of the Union's concerns in order to improve communications regarding the policy, and to report back.
July 3, 2003	<p>Summer Student Wages</p> <p>The Union requested clarification on the various student employment programs that exist and how they are administered.</p>	Employer	The Employer to invite a representative to attend a future CERC meeting to provide information on special employment programs.
July 3, 2003	<p>Innovation Fund</p> <p>Catriona McConville, MBS, joined the meeting to provide an update on this initiative. The Union was requested to provide any feedback by July 28, 2003.</p>	Union	The Union to provide feedback.
July 3, 2003	<p>Recognition Fund</p> <p>Noreen Hayashi, MBS, joined the meeting to provide an update on this initiative. The Union was requested to provide any feedback by July 28, 2003.</p>	Union	The Union to provide feedback.

For the Union: 

For the Employer: 