

## MEMORANDUM

**TO:** All OPS Local Presidents, Executive Board Members, CERC Teams, MERC Teams  
**FROM:** Brian Gould, OPS Supervisor  
**DATE:** October 20, 2009  
**SUBJECT:** **Central Employee Relation Committee Meeting Minutes  
October 7, 2009**

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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.

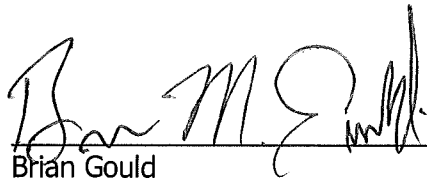
**PLEASE NOTE: THE MINUTES WERE PREPARED BY THE EMPLOYER.**

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,



Warren (Smokey) Thomas  
President



Brian Gould  
OPS Supervisor

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att.

cc: Senior Staff  
Job Security Unit

**CENTRAL EMPLOYEE RELATIONS COMMITTEE (CERC) MEETING**

October 7, 2009

OPSEU Regional Office - 31 Wellesley St. East

In Attendance				
For the Union	For the Employer	Guests	Regrets	
Roxanne Barnes, Co-Chair OPSEU Cameron Walker, OPSEU Ron Langer, OPSEU Chris Cormier, OPSEU Peter Wall, OPSEU	David Logan, Co-Chair, MGS Kevin Sawicki, MGS David Brook, MGS Brian Fior, MGS Lori Aselstine, MGS Juanita Yarascavitch, MGS Stefan Pietrangelo, MGS	Anchata Matthews, OPSEU	Alan Hogan, MTO	
Date Tabled	Standing Items		Referred to	Action
	<p><b>CERC Sub-Committee Reports</b></p> <p>a) <b>Job Evaluation/ Pay Equity</b></p> <p>The Employer met with the Pay Equity Senior Review Officer on October 5, 2009. The Employer provided dates for the parties to have a joint meeting with the Senior Review Officer.</p> <p>b) <b>JESS - update provided</b></p> <p>The Article 20 explanatory notes and interpretive bulletins are currently in the Employer's approval process and will be brought to CERC for final approval. The Union provide feedback on the draft copies of the notes and bulletins.</p> <p>JESS is working to review dispute resolution guidelines.</p> <p>The Union explained concerns they had around the conditional assignment process for employees who are on the surplus list.</p> <p>The Union explained their position regarding employees who are matched to a position that requires a security check.</p> <p>The parties discussed issues regarding Article 22.7.</p>		Employer/Union	<p>The parties will arrange a date for a joint meeting with the Pay Equity commission.</p> <p>The Employer will review the areas identified by the Union. The parties will endeavour to finalize before the next CERC, preferably by next JESS meeting October 21<sup>st</sup>.</p> <p>Employer will follow up and respond.</p> <p>Employer will follow up and respond.</p> <p>Employer will follow up and respond.</p>
<b>Standing Item</b>	<p><b>Training &amp; Development Committee Report</b></p> <p>The parties discussed the development of the Terms of Reference.</p>		Employer/Union	The parties will arrange a meeting to review Terms of Reference.

Standing Item	Update on Corporate initiatives No items for discussion.	Employer/Union	
Standing Item	Implementation of the Collective Agreement The Employer provided an updated copy of the implementation chart to the Union.  Parties agreed to the Employer providing updates every six months.	Employer/Union	
<b>Date Tabled</b>	<b>Business Arising</b>	<b>Referred to</b>	<b>Action</b>
September 6, 2006	Labour Relations Training  The Employer provided an update on the joint ERC training.  The parties attended the Conflict Resolution course on September 22, 2009. The parties provided feedback on the course.	Employer/Union	The parties will continue to encourage support for the joint ERC training.  Parties will arrange a meeting to provide feedback to CFLL.
April 2, 2008	Grievance Tracking System There are no updates to provide at this time.	Employer/Union	
July 8, 2009	HR Transformation: Disclosures and Reports  The Union provided a formal request of reports that it is requesting to be provided to the MERCs.	Employer	Employer to review the request and respond.
July 8, 2009	Budget: In regards to the 5% reduction based on attrition No update at this time.	Employer	
August 12, 2009	Recruitment of OPSEU positions The parties are scheduled to meet with the Enterprise Recruitment Centre to discuss this matter.	Employer / Union	
September 2, 2009	Job Trades  The Union will provide a formal request with a list of positions / classifications that may not require employees to complete an employee portfolio for job trading purposes.	Union	

September 2, 2009	<p><b>Interpretive Bulletins</b></p> <p>The Employer is currently in the process of reviewing and updating the bulletin on Article 6, 8, &amp; 56.</p> <p>The Union will provide a listing of employees that require access to the OPS intranet.</p>	Employer / Union	
<b>Date Tabled</b>	<b>New Business</b>	<b>Referred to</b>	
October 7, 2009	<p><b>OPSEU Presentation: Social Mapping</b></p> <p>The Union conducted a presentation on "Count Me In – The OPSEU Census".</p>	Employer	Employer will provide a copy of the OPS Employee Engagement Survey.
October 7, 2009	<p><b>Interpretation of Article 1.8</b></p> <p>The Employer requested for OPSEU to consider early dispute resolution, a multi-party process or potential areas of settlement on the definition of "new".</p>	Union	Union will follow up and respond.
October 7, 2009	<p><b>MEDU – Seasonal Benefit Entitlement</b></p> <p>The union raised concerns with the length of time it takes seasonal employees to receive benefits upon returning to work in September.</p>	Employer	Employer will follow up and respond.
October 7, 2009	<p><b>MEDT &amp; MRI – Privatization Initiatives</b></p> <p>The Union expressed concern with MRI &amp; MEDT agreements with private organizations and the potential impact on their bargaining unit. Union requested more information regarding the recently signed MOU with General Electric and the MRI Ontario Emergency Technology Fund with the private sector partners.</p>	Employer	Employer will follow up and respond.
October 7, 2009	<p><b>H1N1 and the Attendance Support Program</b></p> <p>The Union requested that the parties work together to address employees' concerns around H1N1 and the Attendance Support Program.</p>	Employer	Employer will follow up and respond.
October 7, 2009	<p><b>MTO – Compressed Work Week</b></p> <p>Union is requesting a meeting between the MERC co-chairs, CERC representative and the ADM to discuss CWW in the ministry.</p>	Employer	Employer will follow up and respond.

<p>October 7, 2009</p>	<p><b>MCSS – Bullying in the Workplace</b>  The Union requested that a Bullying in the Workplace policy be implemented across the ministry.</p> <p>The Employer responded by informing the Union that management are able to address bullying in the workplace under the current WDHP policy and that there is a corporate initiative to more formally address Bullying in the Workplace across the OPS.</p> <p>The Union requested a meeting with HR Policy Branch to discuss policy development.</p>	<p>Employer</p>	<p>Employer will arrange a meeting with CERC members.</p>
<p>October 7, 2009</p>	<p><b>Review of Attendance Support Program</b>  The Union requested an update on the Attendance Support Program review. The Employer provided an update.</p>	<p>Employer</p>	<p>Employer will continue to update as they become available.</p>
<p>October 7, 2009</p>	<p><b>Appendix 42 – Alternate Work Arrangements</b>  OPSEU raised concern with the language in Appendix 42 regarding the Employer’s right to alter or terminate an Alternate Work Arrangements and the lack of reference to employee’s rights.</p>	<p>Employer</p>	<p>Employer will follow up and respond.</p>

For the Union: *Loraine Barnes*

Date: *Oct 7, 2009*

For the Employer: *[Signature]*

Date: *Oct. 7/09*