

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 – May 7, 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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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

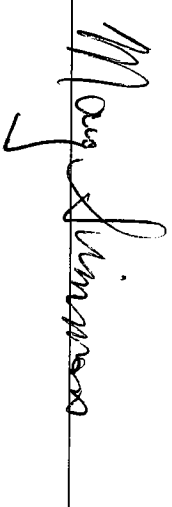
May 7, 2003

100 Lesmill Road, Theatre

In Attendance				
For the Union	For the Employer	Guests	Regrets	
Marg Simmons, Co-Chair Kathleen Demareski Steve Nield Cameron Walker, OPSEU Judith Marion, OPSEU	Janis Bartley, MBS, Co-Chair Elizabeth McKnight, MBS Ed Farragher, MOF Renee Reddick, MBS Peter Jenkins, MBS Andréa Kuprejanov, MBS Laurie MacDonald, MBS	David Callum, MBS Tristan Fehrenbach, MBS Pat Schillemore, OPSEU		
Date Tabled	Business Arising		Referred to	Action
Standing Item	I & IT Survey			No action required.
	No update required.			
Standing Item	Inspections, Investigations and Enforcement Project			No action required.
	No update required.			
March 13, 2003	Headquarters List (Article 11.2)		Employer	The Employer to provide an updated list when all Ministry information is received.
	The Employer provided the Headquarters List to date. Additional information will be provided when it is received from ministries.			
March 13, 2003	Joint CERC Training		Employer	The Employer to find out when the consultant is available and confer with the Union to choose a suitable date.
	A consultant has been selected to provide joint training. The Union and Employer need to determine a suitable date.			
September 4, 2002	Robarts School			No action required.
	The Employer confirmed that records are kept for all seasonal employees at Robarts School from the time they commence employment. The Employer further confirmed that the Ministry of Natural Resources keeps records on seasonal employees from the time they commence employment.			

March 13, 2003	Employee Survey Pilot The Employer reported that survey results have not been received from the consultant.	Employer	The Employer to advise when the results of the Employee survey will be disclosed corporately.
April 2, 2003	Ministry Vehicle as Taxable Benefit The Employer advised that MBS Legal has reviewed the information provided by the Union and consulted with Canada Customs and Review Agency (CCRA). CCRA has not changed their policy concerning the stand-by charge. The Employer is going to review Ministry practices.	Employer	The Employer to look at Ministry practices and follow-up at the next meeting.
April 2, 2003	Application of Max + Merit The Employer provided the Union with an MBS contact person for max + merit issues.		No action required.
Date Tabled	New Business	Referred to	Action
May 7, 2003	Term Classified Implementation Dave Callum and Tristan Fehrenbach, MBS, joined the meeting for discussion of this item. The Employer provided a status report on term classified implementation. Policy work is ongoing, with an aim to implement in September 2003, depending on system readiness. The Employer will provide CERC with the quarterly report of term classified employees as per the collective agreement.	Union	The Union to contact the Employer with any feedback on the information provided.
May 7, 2003	Office Administration Technical Service Class Standards The Union advised that this item was raised at the Finance MEERC in December 2000. In October 2001, the Employer reported at CERC that an inter-ministry team was conducting a review. The Union would like to know the status of the review.	Employer	The Employer to update CERC regarding the progress of roll-out, and provide the Union with the policy to review.
May 7, 2003	Compensation for those absent from work due to SARS The Union requested that the Employer consider using Article 25, Special Leave, to compensate those employees who were quarantined due to SARS. The Q & As provided by the Employer indicate that employees are to use attendance credits or short-term sickness credits. The union expressed concerns that employee absences due to SARS should not be counted for qualification towards entry into	Employer	The Employer will follow-up at the next meeting.
May 7, 2003			The Employer will give the matter due consideration.

	the Attendance Support Program.		
May 7, 2003	Ministry of Natural Resources (MNR) Lateral Transfer Policy Pat Schillemore, OPSEU, joined the meeting for discussion of this item. The Union is dissatisfied with the Lateral Transfer Policy implemented at MNR on April 28, 2003. The Union is concerned about certain aspects of the policy as they relate to protecting the privacy of employees requesting lateral transfers. The Union also expressed concerns that the MNR policy is not in keeping with corporate policy. The Employer responded that the MNR policy is consistent with the OPS Staffing Operating Policy (2000), tailored to meet the business needs of MNR. The Employer will contact MNR to bring forward the Union's concerns.	Employer	The Employer will contact MNR to discuss the Union's concerns.
May 7, 2003	Governing I&IT Policy The Union requested a copy of the I&IT policy, as referred to in the IT Usage pop-up message. The Employer provided a copy of the policy.		No action required.
May 7, 2003	West Nile Virus The Employer advised that MNR is taking the corporate lead on developing materials and guidelines regarding the West Nile Virus. They will be shared with the Union as soon as they are available.	Employer	Guidelines to be shared with the Union as soon as available.
May 7, 2003	National Day of Mourning The Employer provided a copy of a memo from Tony Dean, Secretary to Cabinet, to all staff regarding the National Day of Mourning that occurred on April 28, 2003.		
May 7, 2003	Other The Employer thanked OPSEU for their partnership in responding quickly to SARS issues.		

For the Union: 

For the Employer: 