

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 – September 4, 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:

IN SOLIDARITY,

Leah Casselman
President

Cameron Walker
Supervisor, Contract Enforcement

LC/ms
att.

c: Senior Staff
Job Security Department

CENTRAL EMPLOYEE RELATIONS COMMITTEE (CERC) MEETING

September 4, 2003

OPSEU, 31 Wellesley Street East

In Attendance			
For the Union	For the Employer	Guests	Regrets
Marg Simmons, Co-Chair Kathleen Demareski Steve Nield Roy Storey, OPSEU Judith Marion, OPSEU	Janis Bartley, MBS, Co-Chair Elizabeth McKnight, MBS Renee Reddick, MBS Andréa Kuprejanov, MBS Misha Wilson, MBS	Ann MacDonald, SSB Gina Martin, SSB Denny Gertler, II&E Mazlin Darsi, II&E Phyllis Miller, II&E Angela Sullivan, MBS Jennifer Evans, MBS	None
Date Tabled	Business Arising		Action
Standing Item	I & IT Survey Results The Employer requested that this item be removed as a standing item on the agenda. As an annual initiative, updates will be provided on an annual basis.		The Union to respond.
Standing Item	Inspections, Investigations and Enforcement Project Denny Gertler, Mazlin Darsi and Phyllis Miller provided an update on the Code of Professionalism, the OPS Mobile Solutions Strategy, and the Partners in Protection Workshops. The Union requested a copy of the final report on the Partners in Protection Workshops. The Union asked how II&E jobs are categorized in Topical /Job Mart postings.		The Employer to provide a list of Ministries involved in the OPS Mobile Solutions Strategy and a list of the committeees, and the final report on the Partners in Protection Workshops once completed, after January 2004. The Employer to investigate how II&E jobs are categorized and report back.
Standing Item	Grievance Administration Project The Employer confirmed that the Ministry of the Attorney General will participate in the October training.		No action required.
March 13, 2003	Joint CERC Training The parties agreed that the workshop was useful.		The Employer to follow up with the consultant regarding her availability

	January 24, 2004 was identified as the potential date for a follow-up session. The parties agreed to a sub-committee of CERC to deal with outstanding minutes and Terms of Reference.	Both	on January 24, 2004. The sub-committee to meet on October 14, 2003 at 9:30 at MBS to finalize minutes. The Employer to follow up.
March 13, 2003	Employee Survey Pilot The Union requested specific information in response to tabbed items on the questionnaire, and that a detailed analysis be provided based on the results.	Employer	
April 2, 2003	Ministry Vehicle as a Taxable Benefit The Union advised they have a legal opinion on the issue and will be pursuing an advance ruling from Canada Customs and Revenue Agency.		No action required.
May 7, 2003	Office Administration Technical Service Class Standards Angela Sullivan and Jennifer Evans, MBS, joined the meeting for discussion of this item. The Parties agreed to refer this item to the JSSC. The Parties agreed that the JSSC develop a work plan and recommendations and report back to CERC.	Both	The parties to refer to the JSSC the OAG item. The JSSC to develop a workplan and make recommendations to CERC.
May 7, 2003	MNR Lateral Transfer Policy In response to the Union's request to resolve this issue, the parties agree to meet with the Ministry on October 15, 2003.	Both	Parties to meet on October 15, 2003.
June 4, 2003	Return to Work Policy An internal review of the current policies and practices is underway. Consultations with OPSEU will be scheduled for late October.	Employer	Employer will schedule consultation date.
July 3, 2003	Application of Travel Time for Schedule 6 The parties agreed to refer this issue to the MERC for discussion/resolution.		No action required.
July 3, 2003	Summer Student Wages Shared Services Bureau (SSB) representatives presented on two youth employment programs: 1) Ontario/Quebec Exchange Program (OQEP) and 2)	Employer	The Employer to consider developing a "best practices" tip sheet for Ministries on hiring summer students.

	<p>Summer Experience Program (SEP)</p> <p>The Union requested information regarding the number of summer students receiving regular student rate, and students backfilling in the classified service. The Employer indicated they may not be able to provide information regarding the students backfilling in the classified service.</p>			The Employer to follow up.
August 6, 2003	Ontarians with Disabilities Act Ministry plans are not yet available for distribution.	Employer		A representative from the ODA Directorate to attend the next meeting to provide an update. The Employer to follow up with SSB.
August 6, 2003	Max Merit The Union provided a specific example where Max Merit was not properly included in pensionable earnings. The Employer advised that they have followed up with SSB to rectify the issue.	Employer		The Employer to follow up with SSB's response once received.
August 6, 2003	Tuition Reimbursement The Employer advised that the Union's question on whether individuals' Record of Employment is amended to reflect tuition reimbursement, minus the deductions at source, was forwarded to SSB.	EMPLOYER		Employer to respond.
September 4, 2003	Power Outage Emergency The Employer clarified that individual Ministries determined which services were critical, and that this determination was not negotiated with OPSEU. Ministries received approval from the Provincial Operations Committee before critical employees were asked to report to work. The Employer reported that 250 Yonge St. experienced problems with a back-up generator during the first hour of the power outage emergency. The Union requested clarification regarding Compressed Work Week Agreements. The Employer	Referred to Employer		The Employer to follow up regarding treatment of compensating time during the power outage emergency.
August 6, 2003	Live and Let Live Fund The Employer reported that the Union's request is under consideration.			
Date Tabled	New Business	Referred to		Action

	responded that CWWAs were treated as status quo. For example, a regular day of work was treated as a regular day of work. The Union also asked how compensating time would be dealt with for time already worked. The Employer agreed to follow up and report back.			
September 4, 2003	International Registration Plan (IRP) Job Description (Ministry of Transportation) The Union provided information on three job specifications for OAG 8, OAG 9, and OAG 10 position, where the Ministry did not allocate technical points. The parties agreed that this issue should be referred to the JSSC.	Union		Union to refer issue to JSSC. Item removed from the agenda.
September 4, 2003	Announcement re: \$800 Million in Cuts to the OPS The Employer provided a copy of Deputy Minister Kathryn Bouey's memo of Aug. 29, 2003 dealing with the implementation of measures to meet the Budget commitment to save \$500 million through program review and evaluation, and an additional \$200 million and \$100 million in operating and capital year-end savings respectively. The Employer advised that a hiring freeze has also been implemented. Critical positions will be filled with approval of Ministry Deputy Ministers.			No action required.
September 4, 2003	CERC Sub-Committee for Classification Reviews The parties discussed what they expect the sub-committee (as defined in App. 7 (7) of the Collective Agreement) to accomplish and how the sub-committee would differ from the JSSC. The parties agreed that a work plan for JSSC be developed and shared with CERC.	Both		The work plan and timetables for JSSC will be shared with CERC.
September 4, 2003	Grievances re: Premium Pay for Regular Hours Worked During the Power Outage Emergency The Employer reported that this issue will be dealt with at the Ministry level, as the problem is limited to a single Ministry.			No action required.

For the Union:

May Simmons

For the Employer:

J. Bartley