

## MEMORANDUM

**TO:** All OPS Local Presidents, Executive Board Members, CERC Teams, MERC Teams  
**FROM:** Brian Gould, OPS Supervisor/Negotiator  
**DATE:** September 16, 2009  
**SUBJECT:** **Central Employee Relation Committee Meeting Minutes  
August 12, 2009**


---

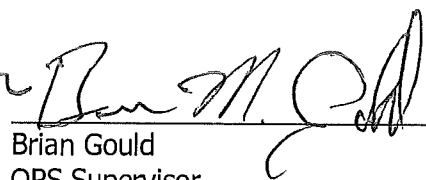
Attached, for your information, please find the minutes of the above captioned meeting(s).

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

ST/caf

att.

cc: Senior Staff  
Job Security Unit

**CENTRAL EMPLOYEE RELATIONS COMMITTEE (CERC) MEETING**  
**August 12, 2009**  
**31 Wellesley St. East (OPSEU)**

<b>In Attendance</b>			
<b>For the Union</b>	<b>For the Employer</b>	<b>Guests</b>	<b>Regrets</b>
Roxanne Barnes, Co-Chair OPSEU Cameron Walker, OPSEU Peter Wall, OPSEU Ron Langer, OPSEU Chris Cormier, OPSEU	David Logan, Co-Chair, MGS Kevin Sawicki, MGS Mary-Jo Knappett, MGS David Brook, MGS Stephen Brown, MGS Alan Hogan, MTO Juanita Yarascavitch, MGS Cassandra Burt-Gerrans, MGS	Ila Watson, Director, Enterprise Recruitment Branch, MGS  Clare Matthews, Manager, Toronto Regional Recruitment Centre, MGS  Glenna Caldwell, Job Security Officer, OPSEU	Lori Aselstine, MGS Brian Fior, MGS
<b>Date Tabled</b>	<b>Standing Items</b>	<b>Referred to</b>	<b>Action</b>
<b>Standing Item</b>	<b>CERC Sub-Committee Reports</b> a) <b>Job Evaluation/ Pay Equity</b> – Update provided. b) <b>JESS</b> – Update provided. The parties continue to discuss reviewing existing explanatory notes. c) <b>Training &amp; Development</b> – Update provided.	Employer/Union	Parties to review and update Terms of Reference for Training and Development Committee.  Item will be a separate standing item on future meeting agendas.
<b>Standing Item</b>	<b>Update on Corporate initiatives</b> No items for discussion.	Employer/Union	
<b>Standing Item</b>	<b>Implementation of the Collective Agreement</b> The Employer provided an updated copy of the implementation chart to the Union.	Employer/Union	Employer and Union continue working on printing the collective agreement.
<b>Date Tabled</b>	<b>Business Arising</b>	<b>Referred to</b>	<b>Action</b>

September 6, 2006	<p><b>Labour Relations Training</b></p> <p>a) <b>Resumption of joint ERC training</b> It is expected that training sessions will resume in September. OPSEU proposed that MCYS complete the training of ERCs at the three new youth institutions. The Employer agreed and will ensure that a facilitator is available on behalf of management.</p> <p>b) <b>Status of registration of the Conflict Resolution course offered through CFLL</b></p>	Employer	<p>CERC co-chairs will send a joint communication to MERC co-chairs regarding the resumption of ERC training.</p> <p>Employer will organize a dedicated Conflict Resolution training session for CERC members.</p> <p>The parties will issue a joint letter to MERC co-chairs endorsing the Conflict Resolution course offered through the CFLL.</p>
April 2, 2008	<p><b>Grievance Tracking System</b> The Employer will continue to discuss the development of a grievance tracking database with the Union.</p>	Employer/Union	The Employer will follow up with I&IT.
July 8, 2009	<p><b>HR Transformation</b> The Union raised concerns regarding inconsistencies in receiving information under Article 1.4 as well as vacancy and fixed term reports at MERC tables.</p>	Employer	The union will provide the results of a survey of their MERC co-chairs to the Employer. Employer to follow up and respond.
July 8, 2009	<p><b>Results Based Planning</b> The parties agreed that this item was addressed at the July CERC meeting and can be removed from the agenda.</p>	Employer	Remove item from Agenda
July 8, 2009	<p><b>Budget: In regards to the 5% reduction based on attrition</b> The Union expressed concerns about the possible effects of the 5% reduction on their membership and requested more information.</p>	Employer	Employer will disclose information to OPSEU as it becomes available.
July 8, 2009	<p><b>Kilometric Rates</b> At the July meeting the union recommended for the Employer's consideration a formula to reward employees for carpooling, which OPSEU feels would be consistent with the Government's green agenda and contribute to cost savings thereby benefiting all stakeholders. The Employer confirmed that there are no plans to change the directive at this time.</p>	Employer	Remove item from agenda
July 8, 2009	<p><b>Meal Rates: Requirement for Receipts</b> At the July meeting OPSEU advised that the low meal rates coupled with the requirement for receipts is a concern for the membership. The Employer will follow up on ministry practices related to overtime meals.</p>	Employer	Employer to follow up and respond
July 8, 2009	<p><b>H1N1: Status Update</b> The parties agreed that this item can be removed from the agenda</p>	Employer	Remove item from the agenda
July 8, 2009	<p><b>MNR</b> Union is seeking clarity on the transition of the forestry division from MNR to MNM.</p>	Employer	Employer will disclose information to OPSEU as it becomes available.

Date Tabled	New Business	Referred to	Action
August 12, 2009	<b>Recruitment of OPSEU positions</b> The Employer proposed a change to the process for the recruitment of OPSEU positions that will allow vacancies to be posted and applications screened while surplus clearance is concurrently being obtained. OPSEU agreed to this proposal and requested that a registration number be added to each job ad to illustrate that it has gone for surplus clearance.	Employer/Union	The parties will issue a joint communication and will meet to further discuss the new process.
August 12, 2009	<b>Calculation of Seniority and Merit Dates for Fixed Term Employees</b> The Employer advised OPSEU that they are working with OSS and I&IT to develop a systems solution to assist in the calculation of seniority (Article 31A.17) and merit dates (Article 31A.2.3) for fixed term employees. The Employer proposed that in the interim the calculation of seniority and merit dates for fixed term employees be based on the employee's date of hire, or rehire in cases where there is a break in service greater than 13 weeks. OPSEU agreed to this proposal.	Employer/Union	The Employer will issue a communication to the HR community regarding this change.
August 12, 2009	<b>Article 22.3 Filing Process</b> The Employer raised concerns that Stage 2 grievances are being filed incorrectly. OPSEU agreed to communicate with their membership in this regard.	Union	The Union to issue communications regarding the matter.
August 12, 2009	<b>Students</b> The parties discussed the concerns raised by OPSEU with respect to the decision to no longer provide pay-in-lieu of vacation to student employees. OPSEU raised concern that the quarterly report they receive still contains reference to "GTA" and "Outside GTA" wage rates for students.	Employer	The Employer will follow up.
August 12, 2009	<b>Loss of Work to the Seventh Bargaining Unit</b> OPSEU raised concerns that they are losing membership in some ministries. The parties discussed the recent changes to Article 1 – Recognition.	Employer	No action required.

For the Union: Loanne Barnes

Date: Sept 2/09

For the Employer: D. [Signature]

Date: Sept. 4/09