

## MEMORANDUM

**TO:** All OPS Local Presidents, Executive Board Members, CERC Teams, MERC Teams

**FROM:** Ruth Hamilton, A/OPS Supervisor

**DATE:** April 18, 2011

**SUBJECT:** **Central Employee Relation Committee Meeting Minutes  
April 13, 2011**

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

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

Ruth Hamilton  
A/OPS Supervisor

/caf

att.

cc: Senior Staff  
Job Security Unit



**CENTRAL EMPLOYEE RELATIONS COMMITTEE (CERC) MEETING**  
**April 13, 2011**  
**Large Bargaining Centre**  
**7<sup>th</sup> Floor, 77 Wellesley Street West**

<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 Chris Cormier, OPSEU Ron Langer, OPSEU Peter Wall, OPSEU Cameron Walker, OPSEU Ruth Hamilton, OPSEU	David Logan, Co-Chair, MGS Brian Fior, MGS David Brook, MGS Lori Aselstine, MGS Alan Hogan, MTO Stefan Pietrangelo, MGS Laurie Cregan, MGS		
<b>Date Tabled</b>	<b>Standing Items</b>	<b>Referred To</b>	<b>Action</b>
	<b>CERC Sub-Committee Reports</b>  a) JESS  A JESS update was provided.	Employer/Union	
	<b>Training &amp; Development Committee Report</b>  Ron Langer will be replacing Chris Cormier on the Training and Development Committee.  The next T&D Committee meeting will be on June 30, 2011.	Employer/Union	
<b>Date Tabled</b>	<b>Business Arising</b>	<b>Referred to</b>	<b>Action</b>
July 8, 2009	<b>Budget : In regards to the 5% reduction</b>  OPSEU expressed their concerns with the serious ramifications in the 2011 Budget announcements.	Employer	The Employer will provide information as it becomes available.
May 12, 2010	<b>Temporary Assignments</b>  The proposal put forward by OPSEU on February 18, 2011 is	Employer	

	<p>being reviewed by the Employer's legal counsel.</p> <p>The parties will be continuing discussions on the larger, global resolution this afternoon.</p>		
<b>September 8, 2010</b>	<p><b>Interpretive Bulletins</b></p> <p>The parties have scheduled a meeting on April 28<sup>th</sup> to review the draft explanatory notes.</p>	Employer/Union	The parties to meet on April 28 <sup>th</sup> to discuss this matter further.
<b>September 8, 2010</b>	<p><b>Flexible Work Strategy</b></p> <p>a) Tele-Work b) Appendix 42 – Alternative Work Arrangements</p> <p>The parties will meet on April 28<sup>th</sup> to discuss this further.</p>	Employer	The parties to meet on April 28 <sup>th</sup> to discuss this matter further.
<b>November 4, 2010</b>	<p><b>Personnel Security Screening</b></p> <p>The Employer has confirmed that the issue regarding the template assignment letters for positions requiring security clearances has been resolved at JESS.</p>	Employer	
<b>January 5, 2011</b>	<p><b>MFRCs</b></p> <p>The Joint MFRC Steering Committee is working to have data to present at the May CERC meeting.</p> <p>The Joint MFRC Steering Committee is also looking at conducting a survey to gather further information on what is and is not working at the committees.</p>	Employer/Union	The Joint MFRC Steering Committee is to present data on the MFRCs at CERC.
<b>January 5, 2011</b>	<p><b>Merit Increases / Seniority</b></p> <p>The Union continues to have a concern that the interim direction with regards to merit increases is not being fully complied with.</p> <p>The Employer continues to work towards implementing a system solution for the calculation of fixed-term merit and seniority for the purpose of competitions for May 2011.</p>	Employer	The Employer will provide updates as they become available.

February 15, 2011	<b>Employee Relations Committee Online Tool</b> The Employer is currently working on testing the first development of the tool and hopes to share it with OPSEU by the next CERC meeting.	Union	
February 15, 2011	<b>Expressions of Interest</b> The parties met on March 21, 2011 and discussed issues and practices related to the usage of Expressions of Interest in ministries.	Employer	The Employer is working on drafting best practices guidelines which will be shared with the Union after the Employer has completed an internal review.
March 2, 2011	<b>2, 4, 5-T Herbicides</b> The Union still maintains concerns relative to exposure to other hazardous materials.  The Employer has established a clear internal process to manage and track any WSIB claims in the OPS that have been established related to herbicide exposure.	Employer	
March 13, 2011	<b>MTCU Referral</b> The Union expressed continued concerns that discussions are not being held with the LBS/JC consultants.  MTCU is working on a disclosure to OPSEU.	Employer	
<b>Date Tabled</b>	<b>Business Arising</b>	<b>Referred to</b>	<b>Action</b>
April 13, 2011	<b>Policy Grievance Tracking</b> OPSEU and the Employer are looking at creating a tracking system for policy grievances that will be shared at CERC.	Employer/Union	The parties will continue to work on this.
April 13, 2011	<b>ERC Joint Training</b> OPSEU informed the Employer that it is withdrawing from the training due to the constant attack on the OPSEU Bargaining Unit, the latest of which is the 2011 Budget.	Employer	The parties will discuss this issue further.

<p><b>April 13, 2011</b></p>	<p><b>Form 1 Breakdown by Ministry</b></p> <p>OPSEU raised concerns that the explanatory note appears to reflect that OPSEU has information that it in fact does not have.</p> <p>OPSEU requested a breakdown by ministry of the 3368 positions reported on the Form 1 for the period of 2011-2013.</p> <p>The Employer cannot provide a breakdown of the information by ministry at this time.</p>	<p><b>Employer</b></p>	<p>The Employer to follow-up and respond to the concerns raised by OPSEU.</p>
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For the Union: *Loxanne Barnes*

Date: *April 13/2011*

For the Employer: *[Signature]*

Date: *April 13, 2011*