

MEMORANDUM

Ontario Public Service
Employees Union

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: Terry Baxter
OPS Supervisor/Negotiator

DATE: March 2nd, 2006

RE: **Central Employee Relations Committee Meeting
Minutes – February 1st, 2006**

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: THESE MINUTES WERE PREPARED BY THE EMPLOYER.

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,

Leah Casselman
President

Terry Baxter
OPS Supervisor/Negotiator

100 Lesmill Road,
Toronto, Ontario
M3B 3P8
e-mail: opseu@opseu.org
www.opseu.org

100 chemin Lesmill,
Toronto, Ontario
M3B 3P8
courrier électronique
opseu@opseu.org
www.opseu.org

Tel: (416) 443-8888

Fax: (416) 443-9670

Ontario:

Free: 1-800-268-7376

TDD:

(416) 443-9898

or

1-800-663-1070

LC/jm
att.

c: Senior Staff
Job Security Department

CENTRAL EMPLOYEE RELATIONS COMMITTEE (CERC) MEETING

February 1, 2006


31 Wellesley Street, Toronto, Ontario

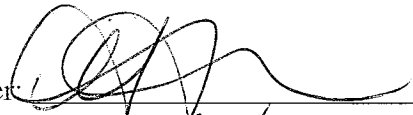
| In Attendance | | | |
|---|--|--|---------------------|
| For the Union | For the Employer | Guests | Regrets |
| Eric Morin, Co-Chair OPSEU Terry Baxter, OPSEU Kathleen Demareski, OPSEU Rheal Delaquis, OPSEU | Gayle Fisher, Co-Chair MGS Dorothy Mahoney, MGS Renee Reddick, MGS Janis Bartley, MGS Ryan Hornby, MGS Sarah Truscott, MGS | Richard Clarke, MGS Nicholas Prychodko, MGS | |
| Date Tabled | Standing Items | Referred to | Action |
| | Grievance Administration Project (GAP) This item to be deferred to the next meeting. | | No action required. |
| | CERC Sub-Committee Reports a) JSSC- Committee continues to meet and has dates set through out February. The parties discussed concerns related to meeting deadlines. b) JES/ Pay Equity – Parties have met with two RFP proponents and an announcement is expected regarding successful consultant. c) JESS- Committee set to meet on February 15 th . The parties are currently working to solve three policy grievances and will endeavor to issue joint “Explanatory Notes” on new Article 20 provisions. d) Training & Development- Committee members representing the Union have been selected and the names forwarded to the Employer. The Employer will establish their team representatives and parties will meet to set objectives. | | No action required. |

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| Standing Item | Corporate initiatives Employee Survey – As indicated in the HR Plan, the Employer is undertaking an employee survey. The Survey will consist of approximately 80 questions, 20 of which are ‘core’ questions developed through an inter-jurisdictional initiative with the public services of BC, Manitoba, Yukon, Nova Scotia and the Federal Government. | Union | Union to review survey material and provide feedback within two weeks. |
| Standing Item | Implementation of New Collective Agreement Updated tracking document provided. Parties discussed significant progress made in the implementation of new Collective Agreement. The Union inquired about sharing the implementation chart with Union members. | Employer | Tracking document to be updated monthly. The Employer to review chart and to respond to the Unions request. |
| Date Tabled | Business Arising | Referred to | Action |
| June 3, 2004 | Service Ontario Consultant report provided to the Employer on January 31 st and once reviewed information will be provided to the Union. | Employer | Provide Status Update at March meeting. |
| November 2, 2005 | Scent Free Workplace The Employer indicated that selected Union representatives should provide material/information regarding a “Scent Free Workplace” in order to be used in an overall healthy workplace initiative. The Employer will review the material and the parties may meet to discuss. | Employer & Union | Union to provide material. |
| November 2, 2005 | Labour Relations Strategy The Union and the Employer continue to work together to develop a consultation initiative. | Employer & Union | The Union has agreed to meet with the consultant to determine what information will be needed. |

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| December 7, 2005 | <p>Status update provided for the following;</p> <ul style="list-style-type: none"> i) RFPs: Drivers Licenses and Health Cards ii) Trillium Drug Program <p>The Parties discussed the potential value of generating ideas through MGS MERC to support those affected.</p> | Employer | The Employer to follow up with MGS MERC. |
| December 7, 2005 | <p>Lateral Transfer Process</p> <p>Parties discussed the frequency of lateral transfer use and agreed to discuss the lateral transfer process further. Both parties have raised concerns with respect to a potential conflict with the lateral transfer process and the newly negotiated Article 20B redeployment language.</p> | Employer | The Employer to initiate a review of the lateral transfer process. |
| December 7, 2005 | <p>Article 1 Disclosure Process</p> <p>The Employer indicated that it had discussed the disclosure of information with Management MERC Co-Chairs in an organized manner, highlighting the practices at MOHLTC.</p> | Employer | The Employer will highlight the issue with HR Directors to ensure a consistent approach. |
| January 4, 2006 | <p>Pandemic Flu Preparedness Joint Business Continuity Training for MERC Co-chairs and CERC.</p> <p>The Union indicated that it required further information regarding the joint training and the role of the Union to ensure benefit to its members.</p> | Employer | The Employer is to provide further course information to the Union. |
| January 4, 2006 | <p>Appendix 1 – Requirement of Work Location</p> <p>The Union raised a concern regarding the accuracy of data provided in monthly union dues data file, specifically work location. The Employer indicated that ministries have been provided with guidance concerning WIN data best practices and that this initiative will help to ensure data accuracy, including work locations.</p> | Employer | The Employer to follow up on timelines associated with WIN data clean up. |

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| January 4, 2006 | Expense Claims – Clarifying requirement for providing receipts The Employer indicated that the practice of providing receipts under the “Travel, Meal and Hospitality Expenses Directive” was currently under review. | Employer | No Action Required. |
| | New Items | Referred to | Action |
| February 1, 2006 | Bill 211 (Ending Mandatory Retirement): Impact of OPS Members The Employer concurred that the new legislation is active and that it may have impacts on policies and in some areas of the Collective Agreement. The Employer is currently reviewing policies in order to make that determination. At this time, the Employer is not in a position to state if the legislation will be instituted on or before the December 12, 2006 deadline. | Employer | The Employer to follow up on Union concerns and to verify the status of Bill 211 implementation. |
| February 1, 2006 | Successor Rights The Employer indicated that ministries had been instructed to forward the issue of successor rights from MERCs to CERC. | | No Action Required |
| February 1, 2006 | RFP Disclosure The parties discussed the importance of the confidential disclosure process. | | No Action Required |
| February 1, 2006 | Communications on Office Air Testing and Asbestos Removal The Union inquired on the status of communication to be sent from ORC. The Employer indicated that communication reminding ministries of ORC practices would be sent mid February. | Employer | ORC to send communication. |
| February 1, 2006 | Ministry Business Plans The Union inquired into the completion of the Ministry Business Plans. The Employer indicated that Plans would be complete by Late March. | | No Action Required |
| February 1, 2006 | OPS Recruitment | Employer | Differed to April meeting |

For the Union: 
Date: 1/03/06

For the Employer: 
Date: 0624/06