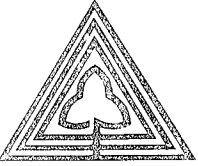


MEMORANDUM

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: Terry Baxter
OPS Supervisor/Negotiator

DATE: September 7th, 2006

RE: **Central Employee Relations Committee Meeting
Minutes – August 2, 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:

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Leah Casselman
President

Terry Baxter
OPS Supervisor/Negotiator

LC/jm
att.


c: Senior Staff
Job Security Department


CENTRAL EMPLOYEE RELATIONS COMMITTEE (CERC) MEETING
August 2, 2006
31 Wellesley Street

In Attendance			
For the Union	For the Employer	Guests	Regrets
Eric Morin, Co-Chair OPSEU Kathleen Demareski, OPSEU Rhéal Delaquis, OPSEU Terry Baxter, OPSEU	Gayle Fisher, Co-Chair, MGS Donna Holmes, MGS Ryan Hornby, MGS David Logan, MGS Ryan Roche, MGS	Bob Stark, MGS Michael Villeneuve, MGS Becky Doyle, MGS Brian Fior, MGS Carol Pauker, MGS	Dorothy Mahoney, MGS Renee Reddick, MGS
Date Tabled	Standing Items	Referred to	Action
Standing Item	<p>Grievance Administration Project (GAP)</p> <p>The parties discussed the value and role of early dispute resolution in the context of an overall labour relations strategy. The parties agreed to continue discussing joint opportunities for early intervention in the grievance process.</p>	Employer/Union	No action required
Standing Item	<p>CERC Sub-Committee Reports</p> <p>a) JSSC – <i>ongoing</i></p> <p>b) Job Evaluation/ Pay Equity – <i>ongoing</i></p> <p>c) JESS</p> <p>i. Status of Explanatory Notes – Explanatory notes have been completed and distributed.</p> <p>ii. Endorsement of TofR and the Dispute Resolution – TofR and Dispute Resolution were completed and signed off by the Co-Chairs for JESS and CERC.</p> <p>iii. Empowering the Employer Team – The employer assured that the appropriate management representatives were on JESS including members from the Employment Transition Branch.</p> <p>iv. Security Checks – Establishing the process – The parties agreed to continue to discuss and monitor trends and revisit a discussion on process if changes in current trends are noticed.</p> <p>v. Article 22.7 – The employer’s position is currently before the Grievance Settlement Board.</p> <p>d) Training & Development – The employer proposed two dates scheduled for the last week of August.</p>	Employer/ Union	Union to respond to the employer’s proposed dates for T&D committee to meet.

Standing Item	Update Corporate initiatives Nothing to report	Employer	Employer to follow up on an HR transformation update for next CERC.
Standing Item	Implementation of New Collective Agreement Chart updated and provided	Employer	No action required
Date Tabled	Business Arising	Referred to	Action
August 2, 2006	Successor Rights – Time Frame for Restoration Discussions are ongoing	Employer/Union	No action required
August 2, 2006	Distribution of Unclassified and Vacancy list to MERCs – Update The employer clarified that the agreement between the parties was limited to unclassified lists. The employer noted that ministries are creating unclassified reports and are expected to circulate the reports at the next scheduled MERC meeting.	Employer/Union	No action required
August 2, 2006	I&IE – Modernization Act The employer is in receipt of the union’s list of participants. The employer committed to review the list and consider costs.	Employer	Employer to follow up on the status of the working group meeting.
August 2, 2006	Service Ontario Report – Status Bob Stark, CEO Service Ontario, along with Michael Villeneuve, and Becky Doyle from the Human Resources Branch, MGS, attended and discussed the unions concerns relating to the impact on union members and the HR Plan. The employer committed to ensure ongoing dialogue with the union to identify opportunities for joint input into various pieces of the broader HR Plan.	Employer	Employer to update as necessary.
August 2, 2006	Labour Relations Training Roll-up – Status and next steps The union and the employer continue to work on next steps. The parties committed to set aside time at the next CERC to set out a workplan.	Employer/Union	Parties to continue with the development of an ERC manual
August 2, 2006	Cost of Personal Automobile Operation The parties continue to discuss amendments to the expense directive.	Employer	Parties to continue discussion
August 2, 2006	Appendix 15/33 – Unclassified The employer presented their research findings and committed to report back on further analysis.	Employer	Employer to update when new information is available
Date Tabled	New Business	Referred to	Action

August 2, 2006	Employer's Ongoing Reduction of OPSEU members in the OPS – Union Presentation The union advised that this trend remains the most disconcerting issue facing our members. The Union intends to be more diligent in addressing this issue in the future. The employer recognized the union's concerns and committed to relay the message.	Employer	The employer committed to relay the union's interests accordingly.
August 2, 2006	Employee Business Expenses – Status of Policy Review See above – Cost of Personal Automobile Operation	Employer	
August 2, 2006	Mandatory Retirement – Implementation Plan Status Differed	Employer/Union	
August 2, 2006	IT Sub-committee – Report back and next steps The union provided notes from the on June 1, 2006 meeting. The dialogue between the parties was positive and a further meeting will be scheduled to discuss additional agenda items in more detail.	Employer/Union	Committee to update as needed
August 2, 2006	Duty Realignment of Positions at the MOE Sector Compliance Branch The issue has been referred back to MERC for further discussion	Employer/Union	No action required
August 2, 2006	Use of SIN Numbers The issue has been referred back to MERC for follow up and further discussion	Employer/Union	Employer and Union to follow up on the forms being used
August 2, 2006	Reconciliation of Premium Hour Payments The employer advised that it was not possible to manipulate the current pay roll system. The issue has been referred back to MERC for follow up with OSS.	Employer/Union	No action required

For the Union: 
Date: September 6, 2006

For the Employer: 
Date: Sept 6/06