

# 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: June 14th, 2006

RE: **Central Employee Relations Committee Meeting  
Minutes – May 3, 2006**

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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,

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President

Terry Baxter  
OPS Supervisor/Negotiator

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c: Senior Staff  
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**CENTRAL EMPLOYEE RELATIONS COMMITTEE (CERC) MEETING**  
**May 3, 2006**  
**77 Wellesley Street, 7<sup>th</sup> Floor, Ferguson Block**

<b>In Attendance</b>			
<b>For the Union</b>	<b>For the Employer</b>	<b>Guests</b>	<b>Regrets</b>
Eric Morin, Co-Chair OPSEU Terry Baxter, OPSEU Réale Delaquis, OPSEU Kathleen Demareski, OPSEU	Gayle Fisher, Co-Chair, MGS Donna Holmes, MGS Ryan Hornby, MGS David Logan, MGS Dorothy Mahoney, MGS Renee Reddick, MGS Ryan Roche, MGS		
<b>Date Tabled</b>	<b>Standing Items</b>	<b>Referred to</b>	<b>Action</b>
<b>Standing Item</b>	<p><b>Grievance Administration Project (GAP)</b></p> <p>The parties agreed on the importance of moving forward with this project and its role in addressing outstanding grievances. Two Ministries have been identified to proceed with a Ministry File Review Pilot in conjunction with a Workplace Labour Relation Committee pilot. The Ministry Co-Chairs will be contacted to meet and agree on Terms of Reference.</p>	Employer/Union	To contact Ministry Co-Chairs and schedule meeting.
<b>Standing Item</b>	<p><b>CERC Sub-Committee Reports</b></p> <p>a) JSSC – Work continues</p> <p>b) Job Evaluation/ Pay Equity – Work continues</p> <p>c) JESS – The April meeting was adjourned. The parties held productive discussions concerning the outstanding Article 20 policy grievances.</p> <p>d) Training &amp; Development – The Union expressed disappointment with the employer’s failure to consult on the new policy. The Employer recognized the Union’s frustration while expressing optimism that the new policy will help ensure meaningful and consistent consultation OPS wide going forward.</p>	Employer/Union	To schedule initial meeting to discuss new policy.

<b>Standing Item</b>	<b>Update Corporate initiatives</b> The Union inquired about the status of the Bargaining Agent consultation for the LR strategy.	Employer	The Employer will share the draft report once the Deputy Minister has reviewed.
<b>Standing Item</b>	<b>Implementation of New Collective Agreement</b> Deferred to June CERC	Employer	Tracking document to be updated monthly
<b>Date Tabled</b>	<b>Business Arising</b>	<b>Referred to</b>	<b>Action</b>
<b>April 5, 2006</b>	<b>Establishment of I&amp;IT sub-committee – Finalize</b> The Union advised that they are working with MGS to organize an advisory group meeting. The Employer requested clarification on the role and expectations for this initiative so that management can ensure that the appropriate representatives participate.	Employer & Union	Union to follow up.
<b>April 5, 2006</b>	<b>Distribution of Unclassified and Vacancy list to MERCs – Update</b> The parties agreed to across-the-board ministry disclosure (MERCs) of vacant and temporary positions filled with unclassifieds on a quarterly basis. However the Employer expressed concern about the union relying on the data in light of the WIN “clean up” project already underway.	Employer	Employer to provide instruction to Ministries.
<b>April 5, 2006</b>	<b>I&amp;IE – Modernization Act</b> The Union expressed disappointment over the lack of consultation, but expressed interest in meeting with the ADM to review the legislation and pose questions. Union reps will review the ADMs responses with a view towards gaining a greater understanding of the proposed legislation.	Employer	The Employer committed to promote proper consultation with the Union across the OPS and ensure a consistent message is relayed in the HR disclosure directives.

Date Tabled	New Business	Referred to	Action
May 3, 2006	<p><b>Successor Rights</b>  The Union distributed mugs and pins in recognition of their campaign to restore successor rights for Crown employees. The Union noted the importance of this campaign and expressed an interest in understanding the timelines for fulfilling this promise.</p>	Employer & Union	The Employer committed to communicating the Union's resolve and dedication to the issue.
May 3, 2006	<p><b>Cost of personal automobile operation – Members now subsidizing the cost of travel for the employer.</b>  The Union stated that it was prepared to take action to ensure that its members were not subsidizing the use of vehicles for work related duties. The employer advised that the expense policy was currently under review.</p>	Employer	Employer to follow up on status
May 3, 2006	<p><b>Appendix 15/33 – Unclassified</b>  a. <b>Update on the reduction of unclassified employees?</b>  b. <b>Status of the review and recommendations for action?</b>  The Employer provided the “snap shot” of unclassified numbers. The Employer also committed to share the unclassified review report once completed.</p>	Employer	The Employer committed to share the report upon completion and seek the Union's input on next steps.
May 3, 2006	<b>MAG Civil Enforcement Officers – Move to flexible part-time</b>		Withdrawn – to be discussed at MAG MERC
May 3, 2006	<p><b>New Vendor of Record and the Temporary Hiring Policy – Discussion</b>  The Union expressed a desire to better understand the employer's objectives and requested that a tangible document be produced for review.</p>	Employer	Employer to follow up

<p><b>May 3, 2006</b></p>	<p><b>Ministry Business Plans – Status</b>  The Union expressed concern regarding its ability to properly prepare impacted members for changes in services without having Ministry business plans in advance of changes taking place. The Employer advised that business plans were still being finalized.</p>	<p>Employer</p>	<p>Employer to follow up and advise the Union of timelines for providing business plans.</p>
<p><b>May 3, 2006</b></p>	<p><b>Service Ontario Report – Status</b>  The Employer advised that it would provide an update on new timelines due to changes in leadership.</p>	<p>Employer</p>	<p>The Employer committed to stress the need for prior consultation with the Union.</p>
<p><b>May 3, 2006</b></p>	<p><b>Appendix 22 – Recognition Fund – Status</b>  The Employer agreed to respond or to schedule a presentation for next CERC.</p>	<p>Employer</p>	<p>Employer to follow up</p>
<p><b>May 3, 2006</b></p>	<p><b>Labour Relations Training Roll-up – Status and next steps</b>  The Employer provided a draft summary for the Union to review.</p>	<p>Union</p>	<p>Union to follow up</p>

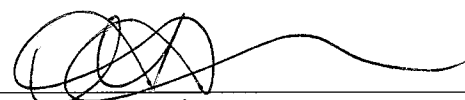
For the Union:



Date

*June 7/2006*

For the Employer:



Date:

*June 7/06*