

# 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: February 2<sup>nd</sup>, 2006

RE: **Central Employee Relations Committee Meeting  
Minutes – January 4, 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,

Leah Casselman  
President

Terry Baxter  
OPS Supervisor/Negotiator

100 Lesmill Road,  
Toronto, Ontario  
M3B 3P8  
e-mail: [opseu@opseu.org](mailto:opseu@opseu.org)  
[www.opseu.org](http://www.opseu.org)

100 chemin Lesmill,  
Toronto, Ontario  
M3B 3P8  
courrier électronique  
[opseu@opseu.org](mailto:opseu@opseu.org)  
[www.opseu.org](http://www.opseu.org)

Tel: (416) 443-8888

Fax: (416) 443-9670

Ontario:

Toll 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**

**January 4, 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 Kathleen Demareski, OPSEU Rheal Delaquis, OPSEU	Gayle Fisher, Co-Chair MGS Dorothy Mahoney, MGS Renee Reddick, MGS Janis Bartley, MGS Ryan Hornby, MGS		
<b>Date Tabled</b>	<b>Standing Items</b>	<b>Referred to</b>	<b>Action</b>
<b>Standing Item</b>	<b>Grievance Administration Project (GAP)</b> The parties remain committed to the GAP and the joint steering committee is in discussion to add additional sites to the project.		No action required.
<b>Standing Item</b>	<b>CERC Sub-Committee Reports</b> a) JSSC- Committee has heard cases from 6 smaller ministries with further hearing dates set for January and 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- Union feedback on Interpretive Bulletins has been incorporated into final versions and parties are set to meet next on January 18, 2006. d) Training & Development- The parties remain committed to reactivating this committee and setting a productive agenda.		No action required.

<b>Standing Item</b>	<b>Corporate initiatives</b> No corporate initiatives reported.		No action required
<b>Standing Item</b>	<b>Implementation of New Collective Agreement</b> Updated tracking document provided. Parties discussed significant progress made in the implementation of new Collective Agreement.	Employer	Tracking document to be updated monthly.
<b>Date Tabled</b>	<b>Business Arising</b>	<b>Referred to</b>	<b>Action</b>
<b>June 3, 2004</b>	<b>Service Ontario</b> Consultant is looking to complete a report in late January. Union brought forward questions concerning the operation of LERC committees. The employer stated that MGS would be the lead to set up LERC's in the interim.	Employer	Provide Status Update at February meeting.
<b>October 12, 2005</b>	<b>Training Initiative</b> CERC to meet with Leslie McLeod on January 26, 2006, to work on a problem solving exercise on how to roll out training to all Ministry ERC's.		No action required.
<b>November 2, 2005</b>	<b>Security Cards</b> The Employer indicated that there are currently no plans to develop a single OPS ID card. Both parties agreed that this issue should be referred to the specific Ministry in order to request a consistent approach to employee identification within each ministry. The Union indicated that it remains interested in seeing a single one-card approach for employee identification in the OPS.		No action required.

<b>November 2, 2005</b>	<b>Scent Free Workplace</b> The employer responded that this issue will eventually be incorporated into the Human Resources Delivery Strategy specifically as part of the wellness component. The Union suggested that a meeting be held to identify issues and concerns raised by the members.	Employer	Employer to consult with Policy Branch and to follow up with Union in two weeks.
<b>November 2, 2005</b>	<b>Labour Relations Strategy</b> 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 in the New Year to determine what information will be needed.
<b>December 7, 2005</b>	<b>Status update</b> provided for the following; i) RFPs: Drivers Licenses and Health Cards ii) Trillium Drug Program		No action required.
<b>December 7, 2005</b>	<b>Lateral Transfer Process</b> Parties discussed the frequency of lateral transfer use and agree 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.	Employer	Union to be copied on lateral transfer acceptance letters and the Employer will survey ministries to help determine lateral transfer frequency.
<b>December 7, 2005</b>	<b>Article 1 Disclosure Process</b> The Employer indicated that it would not be able to implement the Union's request to use a standardized form, however, would instruct ministries to provide information in an organized manner.	Employer	The Employer to follow up with ministries.
<b>December 7, 2005</b>	<b>Request for the Employer to distribute OPSEU Retiree pamphlets</b> Parties discussed the proposal and are seeking information to allow the Union to distribute the material.	Employer	The Employer to report back to the Union.
	<b>New Items</b>	<b>Referred to</b>	<b>Action</b>

<p><b>January 4, 2006</b></p>	<p><b>Pandemic Flu Preparedness Joint Business Continuity Training for MERC Co-chairs and CERC.</b> The employer has requested that the CERC participate in joint business continuity planning. The Union will review this request and consider the options and impact to our members.</p>	<p>Employer</p>	<p>The Employer is to provide specific course details to the Union.</p>
<p><b>January 4, 2006</b></p>	<p><b>Appendix 1 – Requirement of Work Location</b> The Union raised a concern regarding the accuracy of data provided in monthly union dues data file, specifically work location.</p>	<p>Employer</p>	<p>The Employer to follow up with ministries regarding WIN data input best practices.</p>
<p><b>January 4, 2006</b></p>	<p><b>Expense Claims – Clarifying requirement for providing receipts</b>  The Union raised the inconsistent approach in the application of the policy by the ministries and within ministries. The employer advised the Union that the policy was being reviewed and will advise the Union if a directive on policy interpretation will be communicated to Ministry HR.</p>	<p>Employer</p>	<p>The Employer is to verify the “Travel, Meal and Hospitality Expenses Directive”, policy.</p>

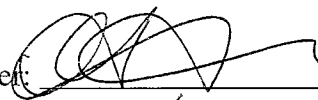
For the Union



Date

Jan 1 / 06

For the Employer:



Date:

Jan 1 / 06