

MEMORANDUM

OPSEU



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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: November 6, 2006

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

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

Leah Casselman
President

Terry Baxter
OPS Supervisor/Negotiator

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

LC/jm
att.

c: Senior Staff
Job Security Department

Tel: (416) 443-8888

Fax: (416) 443-9670

Ontario:

Toll free: 1-800-268-7376

TDD:

(416) 443-9898

or

1-800-663-1070

CENTRAL EMPLOYEE RELATIONS COMMITTEE (CERC) MEETING
October 4th, 2006
31 Wellesley Street East

In Attendance			
For the Union	For the Employer	Guests	Regrets
Kathleen Demareski, OPSEU Rhéal Delaquis, OPSEU Terry Baxter, OPSEU	Gayle Fisher, Co-Chair, MGS Donna Holmes, MGS David Logan, MGS Renee Reddick, MGS Ryan Roche, MGS	Frank D'Onofrio, MGS Michael Villeneuve, MGS Becky Doyle, MGS Kelly McAslan, MGS Erin Friend, MGS Liborio Campisi, MGS Sandy Henderson, MGS Dawn Maruno, MGS	Eric Morin, Co-Chair OPSEU Dorothy Mahoney, MGS
Date Tabled	Standing Items	Referred to	Action
	<p>Grievance Administration Project (GAP)</p> <p>A meeting was held on September 22, 2006 to discuss protocol on evaluating potential pilots. The parties continue to discuss options for reducing administrative costs at the GSB. Several ministries have expressed an interest in participating in pilots aimed at early dispute resolution.</p> <p>The Employer provided an update on the inaugural meeting of the new Employee Relations Group and advised that the goal for this group was to promote a positive labour relations strategy throughout the OPS.</p>	Employer/Union	Ongoing

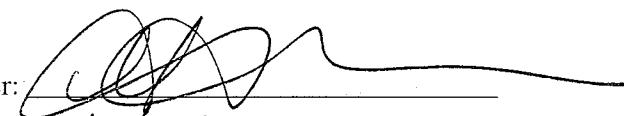
<p>Standing Item</p>	<p>CERC Sub-Committee Reports a) JSSC Work is ongoing and the goal is to have the backlog completed by the end of October. b) Job Evaluation/ Pay Equity Work is ongoing and the Leads will be invited to the next meeting to provide an update. c) JESS The parties to further discuss (i) an expedited med/arb process for transition disputes not resolved at JESS, and (ii) minimum requirements for Job Information Packages and employee portfolios as they relate to identical job classifications. d) Training & Development The inaugural meeting occurred on September 14, 2006. The parties received a presentation on OPS Learning and Development. The parties are scheduled to meet again on October 20, 2006. The Union suggested that this committee be responsible for rationalizing the Labour Relation Training at the local level.</p>	<p>Employer/ Union</p>	<p>Employer to follow up on union leave for employees involved with the Job Evaluation project</p> <p>The parties to follow up the Union's recommendation.</p>
<p>Standing Item</p>	<p>Update Corporate initiatives a. OPS Recruitment and Modernization Strategy The Employer provided an update on the Recruitment and Modernization Strategy and committed to update over the next six months. The Parties recognize that the new recruitment process will enable timely posting and filling of vacancies in a consistent fashion. b. MNR Update – Deferred to November 1, 2006</p>	<p>Employer</p>	<p>Employer to update as necessary</p>
<p>Standing Item</p>	<p>Implementation of New Collective Agreement Chart updated and provided</p>	<p>Employer</p>	<p>To be updated as progress is made</p>
<p>Date Tabled</p>	<p>Business Arising</p>	<p>Referred to</p>	<p>Action</p>
<p>September 6, 2006</p>	<p>Successor Rights – Time Frame for Restoration The government remains committed to restoring successor rights within its current mandate.</p>	<p>Employer/Union</p>	<p>Employer to update as necessary</p>

<p>September 6, 2006</p>	<p>Service Ontario Report – Status The Assistant Deputy Minister of Service Ontario Operations provided an update to CERC. The union raised a number of concerns regarding the issue of OPS work being transferred outside the OPS. One specific example was provided to highlight the concerns raised by MERC Chairs. The employer will follow up on the specific concern raised by the Union.</p> <p>The Union provided a Service Detail Report from the South West Region outlining the level of activity for the month of December 2005.</p> <p>The employer reiterated that the guiding principle of Service Ontario is to improve the level of service to the public and there are currently no plans to transfer staff to municipalities, however, situations may be assessed on a case-by-case basis.</p>	<p>Employer</p>	<p>Employer to update as necessary</p>
<p>September 6, 2006</p>	<p>Labour Relations Training Roll-up – Status and next steps Leslie McLeod was identified as the successful candidate to audit and rationalize the employers existing labour relations training as well as develop two new courses. A new course on LR training for MERCs and LERCs will be co-developed in consultation with the Employer and the Union. The other course will focus on interest-based negotiation. Both courses will be delivered regionally before fiscal year end.</p>	<p>Employer/Union</p>	
<p>September 6, 2006</p>	<p>Appendix 33 – Unclassified – Union Response The union expressed concern with the lack of information and the absence of any detailed plan to address the reduction of unclassified employees in the OPS. The employer advised that a reminder would be sent to all Human Resources Directors to outline the appropriate use of unclassified employees. The committee agreed that specific issues relating to the usage of unclassified should be addressed at the Ministry level.</p>	<p>Employer</p>	<p>Employer to follow up</p>
<p>September 6, 2006</p>	<p>Employer’s Ongoing Reduction of OPSEU members in the OPS The Union was pleased that there was no surplussing announcements since the last meeting.</p>	<p>Employer</p>	<p>No response necessary</p>
<p>September 6, 2006</p>	<p>IT Sub-committee Meeting to be held on November 23, 2006. Report back at December meeting if necessary.</p>	<p>Employer/Union</p>	

September 6, 2006	Article 1.4 Reporting Requirements – Employer Update The Employer committed to remind management MERC co-chairs and the Employee Relations Group of the best practices regarding Article 1.4 disclosure.	Union/Employer	Union to follow up at MERCs
September 6, 2006	Are changes to the Insurance Act going to be incorporated into the Meal, Travel and Hospitality policy? Referral from MOF MERC Policy Branch representatives attended the meeting and advised that changes to the Insurance Act are reflected in the Guide to Insurance Coverage for Government Travel, which will be appended to the Meal Travel and Hospitality Directive. The directive is posted on MyOPS under the travel link. The Union expressed concerns about liability being shifted to its members when renting vehicles for work purposes. The Union argued that the policy amendments amount to a change in the employer's current practice and therefore trigger an estoppel argument. The Union suggested that sole discretion for choosing to operate a personal or rental vehicle should remain with the employee when a fleet vehicle is not available. The employer will follow up at next meeting.	Employer	The Employer to follow up and report back.
October 4, 2006	I&IE Workshop Workshop scheduled for October 16, 2006 from 11:00-3:00.	Union/Employer	Remove from agenda
October 4, 2006	Interpretation of Meal, Travel and Accommodation Policy The Employer advised that the new policy and related Qs & As are now available on MyOPS. Inconsistencies in the application of the policy should be addressed at the Ministry level.	Employer	Employer to follow up
Date Tabled	New Business	Referred to	Action
October 4, 2006	Community Learning Program – status of anticipated roll out timeline Anticipated rollout – Fall 2006	Employer	No action required
October 4, 2006	Definition for “patrol” – referred from MNR The Union takes the position that this is a central bargaining issue.	Employer	Employer to follow up
October 4, 2006	New Temporary Agency Hiring Process The Union raised concerns regarding the Employer's disclosure on the use of P-Cards to retain Temporary Help Services. The parties agreed to set up a meeting in the near future to discuss next steps.	Union/Employer	Parties to follow up on availability for further discussion

For the Union: K Demareski

Date Nov 1/06

For the Employer: 

Date: Nov 1/06