

Ontario Public Service  
Employees Union

**OPSEU**



**SEFPO**

Syndicat des Employé-e-s  
de la Fonction Publique  
de l'Ontario

## MEMORANDUM

**TO:** All OPS Local Presidents, Executive Board Members, CERC Teams, MERC Teams

**FROM:** Brian Gould, OPS Supervisor/Negotiator

**DATE:** March 12, 2007

**SUBJECT:** **Central Employee Relation Committee Meeting Minutes  
February 9, 2007**

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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 us appreciated.

**PLEASE NOTE: THE MINUTES WERE PREPARED BY THE EMPLOYER.**

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cc: Senior Staff  
Job Security Unit

Brian Gould  
OPS Supervisor/Negotiator


**CENTRAL EMPLOYEE RELATIONS COMMITTEE (CERC) MEETING**  
**February 7, 2007**  
**77 Wellesley Street West**


**In Attendance**

<b>For the Union</b>	<b>For the Employer</b>	<b>Guests</b>	<b>Regrets</b>	
Eric Morin, Co-Chair OPSEU Rhéal Delaquis, OPSEU Michael Grimaldi, OPSEU Brian Gould, OPSEU	Gayle Fisher, Co-Chair, MGS David Logan, MGS Donna Holmes, MGS Brian Fior, MGS Stephanie McCleave, MOL Ryan Roche, MGS	Sevaun Palvetzian, MGS Julie Clarke, MGS Anne Marie Cargnelli, MGS Catherine Brown, MGS Sandy Henderson, MGS John Goodman, MGS John MacMillan, MGS	Demareski, Kathleen, OPSEU	
<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> Deferred to March		Employer/Union	
<b>Standing Item</b>	<b>CERC Sub-Committee Reports</b> a) <b>JSSC</b> – no updates at this time b) <b>Job Evaluation/ Pay Equity</b> – work ongoing c) <b>JESS</b> – update provided. Parties working towards resolving Article 22.7 notifications. d) <b>Training &amp; Development</b> – CERC to touch base with the committee and determine priority work.		Employer/ Union	
<b>Standing Item</b>	<b>Update Corporate initiatives</b> No updates at this time		Employer	Updates as necessary
<b>Standing Item</b>	<b>Implementation of New Collective Agreement</b> No updates		Employer	To be updated as progress is made
<b>Date Tabled</b>	<b>Business Arising</b>		<b>Referred to</b>	<b>Action</b>
<b>September 6, 2006</b>	<b>Service Ontario Report – Status</b> Defer to March		Employer	
<b>September 6, 2006</b>	<b>Labour Relations Training Roll-up – Status and next steps</b> The Union and the Employer completed the half-day training package. The parties continue to work on delivering four regional pilots with a goal to complete them before the end of April. Locations and dates have yet to be determined.		Employer/Union	

September 6, 2006	<p><b>Appendix 33 – Unclassified</b></p> <p><b>a. The Employer to follow up on reminder sent to all HR Directors on appropriate use of unclassified employees.</b> It was agreed that a memo provided to HR directors on December 14, 2006 could be shared with MERCs. The employer will confirm if the attachments mentioned in the memo can also be shared.</p> <p><b>b. Discussion regarding recent court decision that collective agreement applies to Temp Hires.</b> Partied discussed. Union advised the employer that they are considering their options as it pertains to such hiring in the OPS.</p>	Employer	Employer to follow up with memo attachments.
September 6, 2006	<p><b>Employer’s Ongoing Reduction of OPSEU members in the OPS</b> OPSEU continued to express concerns about the reduction of OPSEU members in the OPS and provided examples of some recent layoffs.</p>	Employer	The Employer to look into providing numbers of OPSEU FTEs since 2004.
September 6, 2006	<p><b>Changes to the Insurance Act and Impact to OPSEU Members</b> Ongoing discussion regarding third party liability when renting a vehicle for Government business.</p>	Employer	Employer to follow up
October 4, 2006	<p><b>Interpretation of Meal, Travel and Accommodation Policy</b> Communiqué to CAOs will be issued. Employer to provide OPSEU with a copy of the signed communiqué.</p>	Employer	Employer to follow up
October 4, 2006	<p><b>New Temporary Agency Hiring Process</b> A meeting was held on January 29, 2007. The employer committed to conduct an 8-month review to assess its practice based on their new procedures and will report back on their findings. Parties will discuss further once the review has been completed.</p>	Union/Employer	Employer to follow up in June after they have completed the 8-month review.
November 1, 2006	<p><b>Wellness Policy</b> Deferred to afternoon meeting</p>	Union/Employer	
December 6, 2006	<p><b>OPS Learn and Work</b> Presentation received on the Learn and Work Program. OPSEU expressed the need for local contacts and fulsome disclosure prior to semester two placements as per the agreement.</p>	Employer	Employer to follow up with phase II disclosure.
<b>Date Tabled</b>	<b>New Business</b>	<b>Referred to</b>	<b>Action</b>
January 11, 2007	<p><b>Pension Grandparenting</b> The parties discussed pension “grandparenting” and “tier II” divestments. The parties to identify issues and arrange to meet and discuss next steps.</p>	Union/Employer	Parties to discuss further.

<b>March 2006</b>	<b>Air Testing in Government Lease building</b> The Union reminded the employer that the communication that was to occur from ORC to all Ministry Health and Safety Managers never occurred.	Employer	Employer will follow up
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For the Union: 

For the Employer: 

Date: March 7, 2007

Date: Mar 7 / 07