


MEMORANDUM

TO: All OPS Local Presidents, Executive Board Members, CERC Teams, MERC Teams
FROM: Brian Gould, OPS Supervisor/Negotiator
DATE: May 13, 2008
SUBJECT: **Central Employee Relation Committee Meeting Minutes
April 2, 2008**

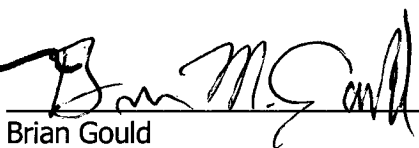
Attached, for your information, please find the minutes of the above captioned meeting(s).
Your making these available to the appropriate members in your workplace us appreciated.

PLEASE NOTE: THE MINUTES WERE PREPARED BY THE EMPLOYER.

AUTHORIZED FOR DISTRIBUTION: IN SOLIDARITY,



Warren (Smokey) Thomas
President



Brian Gould
OPS Supervisor/Negotiator

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att.


cc: Senior Staff
Job Security Unit

CENTRAL EMPLOYEE RELATIONS COMMITTEE (CERC) MEETING
April 2, 2008
31 Wellesley Street East

In Attendance			
For the Union	For the Employer	Guests	Regrets
Eric Morin, Co-Chair OPSEU Brian Gould, OPSEU Patrick Fry-Smith, OPSEU	David Logan, Co-Chair, MGCS Ed Johnson, MGCS Donna Holmes, MGCS Liborio Campisi, MGCS Alan Hogan, MTO Ryan Roche, MGCS Cassandra Burt-Gerrans, MGCS		
Date Tabled	Standing Items	Referred to	Action
	CERC Sub-Committee Reports a) Job Evaluation/ Pay Equity – Update provided. Further meetings are being scheduled between the parties. b) JESS – Update provided. The Union is going to consider the Employer’s proposal to meet and discuss the health re-assignment policy and the establishment of a joint sub-committee for health re-assignment. c) Training & Development – Update provided.	Employer/Union	Union to respond to Employer’s proposed meeting.
	Update on Corporate initiatives a) Interim Disclosure Process The Union and Employer met on March 3 rd to discuss the process. The Employer will meet with Ministries to solicit their feedback on April 23 rd .	Employer/Union	Employer to provide an interim update at the next CERC meeting.
	Implementation of the Collective Agreement Union recommended changes to the chart.	Employer	Employer to update and send the updated chart to Union.
Date Tabled	Business Arising	Referred to	Action
September 6, 2006	Labour Relations Training Training is ongoing for the next fiscal year and registration can be done through local HR branches.	Employer	Employer to follow up with CFLL on conflict resolution course for ERCs and provide an update.
September 6, 2006	Employer’s Ongoing Reduction of OPSEU members in the OPS The Union identified a number of disclosures where members are being surplus. The Union expressed concerns that ongoing surplus activity is having a significant impact on labour relations.	Employer/Union	Parties have agreed to meet and discuss matters further.

June 6, 2007	Bargaining Unit Integrity The Employer sent out a follow-up memo to the HR Directors on February 25 th , 2008 regarding Article 1.4 disclosures. The Union provided a list of ministries that have not yet provided Article 1.4 disclosures electronically. a. Bargaining Unit Exclusion Guidelines Exclusion Guidelines are in the approval stages. Deferred to May CERC.	Employer/Union	Employer to follow up. Employer to Update at May CERC.
October 3, 2007	H&E – Status of Consultation Consultation with the Union has taken place and there are no issues stemming from the consultation. Employer to proceed with implementation.	Employer/Union	Remove from agenda.
November 7, 2007	Grievance Management Update Deferred to May CERC.	Employer	Employer to update at May CERC.
January 9, 2008	HR Transformation Update An MOA regarding OPSEU members impacted by the HR Transformation was signed between the parties.	Employer/Union	No action required.
February 6, 2008	OPS Bargaining The parties have signed off on a letter of understanding regarding the roster of arbitrators and the med-arb protocol.	Employer/Union	No action required.
February 6, 2008	Use of Unclassified Deferred to May CERC.	Employer	Employer to update at May CERC.
February 6, 2008	Supervision of OPSEU Employees The Employer shares the Union's interests in identifying employees who are exercising managerial authority under <i>CECBA</i> within an existing bargaining unit.	Employer/Union	Union to identify specific instances requiring follow up by the Employer.
Date Tabled	New Business	Referred to	Action
April 2, 2008	Wage Adjustments for Students An MOA was signed between the parties to reflect the change in Level 1 student wages.	Employer / Union	Implementation underway.
April 2, 2008	Family Day Statutory Holiday and Unclassified Employees The Employer expressed that this is more appropriately an issue for collective bargaining. Union advised that they would be proceeding with their grievance	Employer / Union	No action required.
April 2, 2008	DS Facility Issues Issues have been raised with ERD and a response was provided.	Employer	No action required.
April 2, 2008	Use of Employer Resources The Union expressed the need for clarification around the use of IT resources as the parties approach bargaining.	Employer	The Employer is to define parameters around the use of IT resources.

April 2, 2008	Grievance Tracking System Deferred to May CERC.	Employer/Union	Employer and Union to discuss at May CERC.
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For the Union: 

Date: May 7, 2008

For the Employer: 

Date: May 7, 2008