

## MEMORANDUM

**TO:** All OPS Local Presidents, Executive Board Members, CERC Teams, MERC Teams  
**FROM:** Brian Gould, OPS Supervisor/Negotiator  
**DATE:** January 11, 2008  
**SUBJECT:** **Central Employee Relation Committee Meeting Minutes  
December 4, 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.**

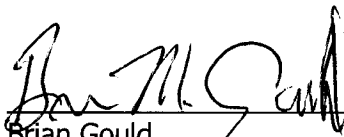
AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,



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Warren (Smokey) Thomas  
President



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Brian Gould  
OPS Supervisor/Negotiator

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att.

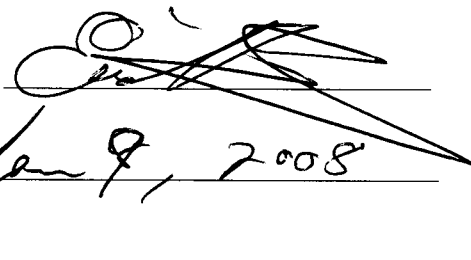
cc: Senior Staff  
Job Security Unit

**CENTRAL EMPLOYEE RELATIONS COMMITTEE (CERC) MEETING**  
**December 4, 2007**  
**31 Wellesley Street East**

<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 Kathleen Demareski, OPSEU Rhéal Delaquis, OPSEU Peter Wall, OPSEU Brian Gould, OPSEU	David Logan, Co-Chair, MGCS Ed Johnson, MGCS Donna Holmes, MGCS Brian Fior, MGCS Allan Hogan, MTO Ryan Roche, MGCS Jared Friesen, MGCS	John Stager, MOL Colette Forest, MOL	
<b>Date Tabled</b>	<b>Standing Items</b>	<b>Referred to</b>	<b>Action</b>
<b>Standing Item</b>	<b>CERC Sub-Committee Reports</b> a) <b>Job Evaluation/ Pay Equity</b> – Update provided. The Union will be making a proposal to the Joint Working Group at the next JWG meeting. b) <b>JESS</b> – November meeting deferred. The Union expressed concern over the ongoing turnover of employer representatives on the committee. c) <b>Training &amp; Development</b> – November meeting was rescheduled. Next meeting will be in January 2008.	Employer/Union	<b>JE</b> - ERD to attend next JWG meeting.
<b>Standing Item</b>	<b>Update on Corporate initiatives</b> a) <b>Northern Recruitment Pilot</b> The Union requested further information regarding the implementation of the MCSS Northern Recruitment Pilot and the establishment of Centralized Regional Recruitment Centers. The employer confirmed that CSR positions would be recruited as part of the pilot.	Employer/Union	Employer to follow up.
<b>Standing Item</b>	<b>Implementation of New Collective Agreement</b> No updates.	Employer	Parties to review current status at January's meetings.
<b>Date Tabled</b>	<b>Business Arising</b>	<b>Referred to</b>	<b>Action</b>
<b>September 6, 2006</b>	<b>Labour Relations Training – Next Steps</b> Update provided on the launch of ERDs course on Conflict Resolution which is a core unit of manager training.	Employer/Union	The Employer to follow up with CFLL on registration for members of ERCs.

September 6, 2006	<b>Employer's Ongoing Reduction of OPSEU members in the OPS</b> The Union advised that it has raised concerns at the MERC regarding increased workloads for job threatened employees at the Ontario Child Care Supplement Program of the Ministry of Revenue.	Employer/Union	The Union to follow up at MOF MERC.
November 1, 2006	<b>Health and Wellness Strategy</b> Deferred pending the launch of the new Health, Safety, & Wellness Branch in the Employee Relations Division. WSIB project update will be provided in January	Employer/Union	Employer to follow up
March 7, 2007	<b>Air Testing in Government Leased building</b> The finalized Guidelines are expected to be completed by the end of the fourth quarter. Employer to inform Union when the guideline is finalized.	Employer	Remove from agenda.
June 6, 2007	<b>Bargaining Unit Integrity</b> a. <b>Employer report back</b> The Employer is currently reviewing the guidelines and plans to consult with the bargaining agent in order to prepare a final plan by March 2008.  b. <b>Union Reaction to recent bargaining unit assignments.</b> The Union raised concerns with regard to jurisdictional issues. The Employer is conducting research on issues raised by the Union.	Employer	Employer to follow up.
October 3, 2007	<b>II&amp;E comments</b> Update provided on the Regulatory Modernization Act (RMA). Four (4) regional conferences are planned for March 2008. Issues raised by the OPSEU working group are being addressed.	Employer	The Employer to provide the link to the RMA proposal once they are on-line the week of December 10 <sup>th</sup> .
November 7, 2007	<b>Grievance Management Update</b> The Union raised concerns regarding stage 2 of the grievance process and the ability of Employer designees to assist in resolving issues. Updates will be provided regularly on the early intervention pilots as information becomes available.	Employer/Union	
<b>Date Tabled</b>	<b>New Business</b>	<b>Referred to</b>	<b>Action</b>
December 4, 2007	<b>Unilateral Downward Reclassification</b> The Union expressed frustration with ongoing downward reclassifications.	Employer	Employer to follow up.

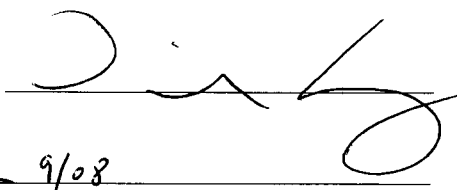
For the Union:



Date:

Jan 9, 2008

For the Employer:



Date:

Jan 9/08

December 4, 2007