

MEMORANDUM

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

FROM: Brian Gould, OPS Supervisor

DATE: May 29, 2009

SUBJECT: **Central Employee Relation Committee Meeting Minutes
June 20, 2008**

Attached, for your information, please find the minutes of the above captioned meeting(s).

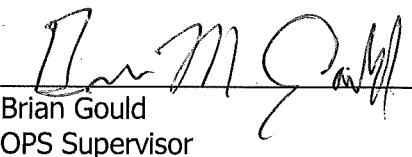
Your making these available to the appropriate members in your workplace is appreciated.

PLEASE NOTE: THE MINUTES WERE PREPARED BY THE EMPLOYER.

AUTHORIZED FOR DISTRIBUTION: IN SOLIDARITY,



Warren (Smokey) Thomas
President



Brian Gould
OPS Supervisor

/gj

att.

cc: Senior Staff
Job Security Unit

CENTRAL EMPLOYEE RELATIONS COMMITTEE (CERC) MEETING

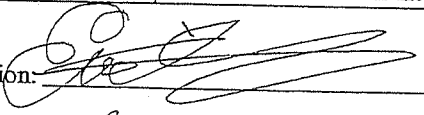
June 20, 2008

77 Wellesley St. W

In Attendance			
For the Union	For the Employer	Guests	Regrets
Eric Morin, Co-Chair OPSEU Brian Gould, OPSEU Patrick Fry-Smith, OPSEU Peter Wall, OPSEU	David Logan, Co-Chair, MGCS Ed Johnson, MGCS Liborio Campisi, MGCS Juanita Yarascavitch MGCS Cassandra Burt-Gerrans, MGCS	None.	Donna Holmes, MGCS Alan Hogan, MTO
Date Tabled	Standing Items	Referred to	Action
	<p>CERC Sub-Committee Reports</p> <p>a) Job Evaluation/ Pay Equity – The parties met on June 4th and are working on scheduling another date to reconvene discussions.</p> <p>b) JESS – Update provided. The Union presented the 4-month pilot for the disclosure of the JESS report to their MERC Co-Chairs. As the MERC Co-Chairs determined that they no longer require the information, a motion was passed to rescind their request for the disclosure of the JESS report. The JESS report will continue to be shared amongst JESS members only.</p> <p>c) Training & Development – Update provided. Next meeting is scheduled for June 27^h, 2008.</p>	Employer/Union	Union to provide the Employer with possible dates for scheduling the next Job Evaluation / Pay Equity discussion.
	<p>Update on Corporate initiatives</p> <p>a) Interim Disclosure Process All consultations have been completed and the Employer will report back to all bargaining agents at an upcoming Multi-Bargaining Agent meeting.</p> <p>b) Diversity Presentation The Employer has arranged a Diversity presentation for July 9th.</p>	Employer	No action required.
	<p>Implementation of the Collective Agreement The Employer provided an electronic copy of the updated chart to the Union prior to meeting.</p>	Employer	No action required.
Date Tabled	Business Arising	Referred to	Action
September 6, 2006	<p>Labour Relations Training The Employer reported that CFLL has scheduled four Conflict Management courses across the province in July and that CERC members were welcome to attend.</p>	Employer	Employer to provide dates of the courses to Union.

September 6, 2006	Employer's Ongoing Reduction of OPSEU members in the OPS The parties have signed off on an MOA to facilitate the transition and placement of OPSEU represented employees affected by workplace transformations that will result in job loss.	Employer/Union	No action required.
June 6, 2007	Bargaining Unit Integrity a. Bargaining Unit Exclusion Guidelines Exclusion Guidelines are in the approval stages. b. Ongoing loss of work to the seventh bargaining unit The Union raised concerns regarding loss of work to other bargaining units.	Employer/Union	No action required.
November 7, 2007	Grievance Management Update The Employer reported that the grievance pilots have all been receiving positive feedback.	Employer/Union	Employer to review grievance pilots in the fall.
February 6, 2008	OPS Bargaining The Employer sent out a memo to Ministry HR Directors on May 26, 2008 reminding local and ministry representatives to refrain from entering into agreements that may have significant, long-term impacts upon the terms and conditions of employment contained within the collective agreement or affect the Employer's bargaining strategy. The memo also served to remind the HR community of the Employer's disclosure obligations and the Employer's ability to make changes before and during a period of collective bargaining.	Employer/Union	No action required.
February 6, 2008	Use of Unclassified Update provided. The Employer advised that disclosure would be shared shortly.	Employer	Employer to provide the Union with the percentage of the bargaining unit made up of unclassified employees.
February 6, 2008	Supervision of OPSEU Employees The Union will continue to provide the Employer with specific examples requiring follow-up.	Employer	Remove from the agenda.
April 2, 2008	Grievance Tracking System The parties expressed willingness to partner on a grievance management system. The Employer to conduct a needs assessment and review existing systems used by the Employer, OPSEU and the GSB.	Employer/Union	Employer to provide update at next CERC.
May 7, 2008	Update on the Penetanguishene Consultation Process The parties are waiting for further information before determining next steps.	Employer	No action required.
Date Tabled	New Business	Referred to	Action
June 20, 2008	Learn and Work OPS Learn and Work program agreement has been extended for the September 2008 to June 2009 school year.	Employer / Union	No action required.
June 20, 2008	Bullying The Employer advised that bullying falls within the scope of the current WDHP policy.	Employer	No action required.

June 20, 2008	Employee Mobility Coordinators The Union expressed concerns regarding the new regional Employee Mobility Coordinator positions and their impact on the redeployment process.	Employer	Employer to arrange presentation to the JESS committee and OPSEU Job Security Officers.
June 20, 2008	MCSS / ODSP Workload Issues ADM of Employee Relations Division continues to discuss MCSS / ODSP workload issues with the ADM, Program Management Division at MCSS.	Employer	Employer to update as progress is made.

For the Union: 

Date: March 25/09

For the Employer: 

Date: March 25/09