

## MEMORANDUM

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

**FROM:** Brian Gould, OPS Supervisor

**DATE:** January 04, 2010

**SUBJECT:** **Central Employee Relation Committee Meeting Minutes  
December 02, 2009**

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

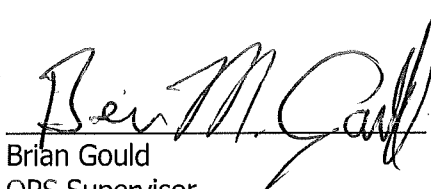
Your making these available to the appropriate members in your workplace us appreciated.

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

AUTHORIZED FOR DISTRIBUTION: IN SOLIDARITY,



Warren (Smokey) Thomas  
President



Brian Gould  
OPS Supervisor

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att.

cc: Senior Staff  
Job Security Unit

**CENTRAL EMPLOYEE RELATIONS COMMITTEE (CERC) MEETING**  
**December 2, 2009**  
**OPSEU – 31 Wellesley Street East**

In Attendance			
For the Union	For the Employer	Guests	Regrets
Roxanne Barnes, Co-Chair OPSEU Cameron Walker, OPSEU Chris Cormier, OPSEU Ron Langer, OPSEU	David Logan, Co-Chair, MGS David Brook, MGS Stephen Brown, MGS on behalf of Brian Fior Lori Aselstine, MGS Alan Hogan, MTO Juanita Yarascavitch, MGS Stefan Pietrangelo, MGS		Peter Wall, OPSEU
Date Tabled	Standing Items	Referred to	Action
Standing Item	<p><b>CERC Sub-Committee Reports</b></p> <p>a) <b>Job Evaluation/ Pay Equity</b></p> <p>The parties are awaiting confirmation from the Pay Equity Commission regarding possible dates in January 2010 for a joint meeting with the Review officer.</p> <p>b) <b>JESS</b></p> <p>OPSEU is reviewing the Employer's proposal on the JESS Dispute Resolution Guidelines.</p> <p>The parties discussed developing an Explanatory Note for Appendix 40.</p>	Employer/Union	
Standing Item	<p><b>Training &amp; Development Committee Report</b></p> <p>The parties have a tentative meeting date for January 2010.</p>	Employer/Union	
Standing Item	<p><b>Update on Corporate initiatives</b></p> <p>No update at this time. The parties have agreed to remove this item from the agenda.</p>	Employer/Union	To be removed from agenda

Date Tabled	Business Arising	Referred to	
July 8, 2009	<p><b>HR Transformation: Disclosures and Reports</b></p> <ol style="list-style-type: none"> <li>1. Article 1.4 &amp; Unclassified List - Employer will continue to provide to MERCs</li> <li>2. WSIB/LTIP reports - Will continue to be dealt with through JIBRC</li> <li>3. Bargaining Unit Breakdown – The Employer believes this information can be requested through articles in the collective agreement. The Employer and OPSEU will revisit this discussion through RBP disclosure.</li> <li>4. VEO, Surplus Activity Report &amp; Vacancy List- The Employer will continue to provide these documents through JESS for further distribution to ministries.</li> <li>5. Organizational Charts – The Employer will continue to provide organizational charts through standard disclosure procedures.</li> <li>6. Conversion Reports – The Employer will move to copying OPSEU MERC Co-Chairs on conversion letters.</li> </ol>	Employer	
July 8, 2009	<p><b>Budget: In regards to the 5% reduction based on attrition</b></p> <p>No update available at this time.</p>	Employer	The Employer will continue to provide updates as they become available.
September 2, 2009	<p><b>Job Trades</b></p> <p>The Employer continues to review OPSEU’s request with the Enterprise Classification Unit.</p>	Employer	The Employer will continue to provide updates as they become available.
September 2, 2009	<p><b>Interpretive Bulletins</b></p> <p>The Employer has drafted two new interpretive bulletins and has update two other.</p>	Employer / Union	The Employer will share these documents with CERC once the Employer has a final draft.
October 7, 2009	<p><b>Interpretation of Article 1.8</b></p> <p>No update at this time.</p>	Union	
October 7, 2009	<p><b>OPSEU Census</b></p> <p>OPSEU informed the Employer that the deadline for the census has been extended until December 11<sup>th</sup>.</p> <p>The Employer looks forward to OPSEU sharing the results of the survey.</p>	Employer	

October 7, 2009	<b>MEDU – Seasonal Benefit Entitlement</b> The Employer is looking into a long-term solution to this matter but in the interim is willing to put in place a manual process.	Employer	Employer to implement a manual process to address this matter.  The Employer will provide updates on long-term solutions as it becomes available.
November 4, 2009	<b>Presentation - Health and Safety in My Workplace Resource</b> The Employer is currently exploring options around expanding the Health and Safety in My Workplace Tool or creating a similar tool to provide information regarding MERCs and LERCs.  The Employer is looking at the possibility of conducting presentations to MERCs on the Health and Safety in My Workplace Tool.	Employer	The Employer will continue to provide updates as they become available.
<b>Date Tabled</b>	<b>New Business</b>	<b>Referred to</b>	
December 2, 2009	<b>MEDU – Technological Change</b> OPSEU requested that initiatives involving technological change explicitly state that there is a technological change occurring.	Employer	The Employer will follow-up.
December 2, 2009	<b>MREV – Safety Vests for Tobacco Inspectors</b> It is anticipated that enforcement officers will be receiving the safety vests on December 7, 2009.	Employer	
December 2, 2009	<b>MNDMF MERC</b> The parties will arrange a meeting of a group to discuss the identified issues.	Employer	The parties will arrange a meeting.
December 2, 2009	<b>MCSCS – Provincial Overtime Protocol</b> The parties approved the revised Provincial Overtime Protocol and have signed a joint memo to MCSCS MERC Co-Chairs.	Employer/Union	
December 2, 2009	<b>Diversity Pilot</b> OPSEU requested information on Diversity Pilot in several ministries and specifically requested a copy of the Diversity Lens.	Union	The Employer will follow-up.

For the Union:

*Suzanne Barnes*

Date:

*December 2/09*

For the Employer:

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Date:

*Dec 2, 2009*



December 2, 2009

**MEMORANDUM TO:** Marg Welch, MCSCS MERC Co-Chair  
Eduardo Almeida, MCSCS MERC Co-Chair

**SUBJECT:** Provincial Overtime Protocol

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On behalf of the Employer and OPSEU, the Central Employee Relations Committee (CERC) is pleased to approve the attached updated MCSCS Provincial Overtime Protocol to assist the parties with the distribution of overtime opportunities in a fair, equitable and consistent manner.

This is yet another example of the collaborative efforts of the parties to foster positive labour relations in the OPS.

Regards,

  
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Roxanne Barnes  
CERC Co-Chair  
Ontario Public Service Employees Union

  
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David Logan  
Assistant Deputy Minister  
Employee Relations Division,  
HR Ontario,  
Ministry of Government Services

c: Barry Thomas, Labour Management Liason, MCSCS  
David Brook, Director, Union Management Relations Branch  
Lori Aselstine, Director, Centre for Employee Relations