

# MEMORANDUM

**OPSEU**



**SEFPO**

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

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

FROM: Terry Baxter  
OPS Supervisor/Negotiator

DATE: May 17, 2004

RE: **Central Employee Relations Committee Meeting  
Minutes – November 6, 2003**

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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 is appreciated.

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

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President

LC/ms  
att.

c: Senior Staff  
Job Security Department

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Terry Baxter  
OPS Supervisor/Negotiator

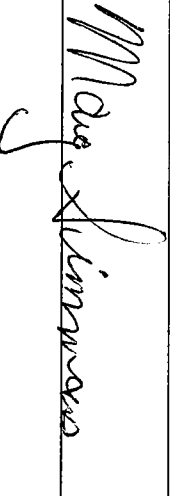
**CENTRAL EMPLOYEE RELATIONS COMMITTEE (CERC) MEETING**  
**November 6, 2003**  
**Ferguson Block, Collective Bargaining Centre**

<b>In Attendance</b>			
<b>For the Union</b>	<b>For the Employer</b>	<b>Guests</b>	
Marg Simmons, Co-Chair Kathleen Demareski, OPSEU Roy Storey, OPSEU	Janis Bartley, MBS, Co-Chair Elizabeth McKnight, MBS Renee Reddick, MBS Dorothy Mahoney, MBS Misha Wilson, MBS	Ellen Passmore, Accessibility Directorate of Ontario (ADO) Margaret Steeves, ADO Kevin Wilson, MBS Chris Wright, MBS Marg Wharton, MBS Joan Kruspe, MBS Don Murray, OIP	Steve N Judith M Andréa MBS
<b>Date Tabled</b>	<b>Business Arising</b>	<b>Referred to</b>	
<b>Standing Item</b>	<b>I &amp; IT Survey</b> The Employer is awaiting the Union's response on whether this item can be removed as a standing item.	<b>Union</b>	The Union to Employer's r removed as a
<b>Standing Item</b>	<b>Inspections, Investigations and Enforcement Project</b> The Union requested clarification on the distinction between primary and secondary II & E positions. The Union also requested information on the status of a new II & E training and recruitment initiative, a list of the Ministries involved in the Mobile Solutions Strategy (MSS), and a list of the committees involved in MSS.	<b>Employer</b>	The Employe respond to the
<b>Standing Item</b>	<b>Grievance Administration Project (GAP)</b> The Union reported on the two-day Joint Early Conflict Resolution Training for Ministry of Attorney General (MAG) participants on October 22 -23, 2003, which was well-attended and well-received.		No action req

<b>March 13, 2003</b>	<b>Joint CERC Training</b> The parties confirmed that the consultant is available on January 23, 2004 to conduct a follow-up workshop.	<b>Both</b>	The Parties to meet with the consultant to identify specific issues to be addressed in the workshop.
<b>March 13, 2003</b>	<b>Employee Survey Pilot</b> The Employer responded to specific questions from the Union regarding the employee survey. The Employer advised the Union that the survey results are being evaluated and next steps determined.	<b>Union</b>	The Union to provide input on what issues it feels should be prioritized.
<b>April 2, 2003</b>	<b>Ministry Vehicle as a Taxable Benefit</b> It was agreed to remove this item from the agenda.		Remove item from agenda.
<b>June 4, 2003</b>	<b>Return to Work Policy</b> The Employer is in the process of setting up informal consultations with OPSEU (without prejudice).	<b>Employer</b>	The Employer to coordinate with the Union time-lines for the informal consultations.
<b>July 3, 2003</b>	<b>Application of Travel Time for Schedule 6</b> The Employer requested to have this item removed from the agenda as the Parties agreed at the last meeting to refer this issue to the MERC for discussion and resolution.	<b>Union</b>	The Union to respond to Employer's request to remove item from agenda.
<b>July 3, 2003</b>	<b>Summer Student Wages</b> The Employer agreed to develop a "Best Practices Tip Sheet" to send out to ministries involved in summer student programs by March 2004. The Employer suggested that this item be raised at the February 2004 meeting as a reminder to develop and send out the tip sheet before summer student hiring begins.	<b>Employer</b>	The Employer to develop a "Best Practices Tip Sheet" for ministries involved in summer student programs.

<b>August 6, 2003</b>	<b>Ontarians with Disabilities Act (ODA)</b> The Employer gave a presentation on the ODA, which addresses barriers for people with disabilities. The Employer explained that the role of the Accessibility Directorate of Ontario is to provide support in the implementation of the ODA. The Union requested to be updated when Ministry accessibility plans are available.	<b>Employer</b>	The Directorate to encourage Accessibility Leads at each ministry to provide an overview of their Ministry's plan at MERC meetings. The Employer to raise this issue with the MERC Co-Chairs, and to update the Union when plans are available.
<b>August 6, 2003</b>	<b>Max Merit</b> The Employer has referred the issue to SSB and is awaiting a response.	<b>Employer</b>	The Employer to follow up and report back to CERC.
<b>August 6, 2003</b>	<b>Tuition Reimbursement</b> The Employer has referred the issue to SSB and is awaiting a response.	<b>Employer</b>	The Employer to follow up and report back to CERC.
<b>August 6, 2003</b>	<b>Live and Let Live Fund</b> The Employer is still investigating this request.	<b>Employer</b>	The Employer to follow up and report back to CERC.
<b>September 4, 2003</b>	<b>CERC Subcommittee for Classification Reviews</b> Joan Kruspe, MBS, reported that the JSSC work plan is being developed. The Union reiterated its concern about where the Appendix 7(7) process fits in.		No action required.
<b>Date Tabled</b>	<b>New Business</b>	<b>Referred to</b>	<b>Action</b>
<b>November 6, 2003</b>	<b>Max Merit Application</b> The Union inquired about the types of leaves of absence to which max merit applies. The Employer provided a copy of the Q's and A's on max merit, and advised that question 6 addresses the issue of leaves. The Employer confirmed that the new WIN module combines max merit with regular pay and no longer identifies it separately on pay stubs.		No action required.
<b>November 6, 2003</b>	<b>Status of \$800 Million Cuts to the OPS</b> The Employer reported that the \$800 million dollar	<b>Employer</b>	The Employer to provide updates to the Union, when available.

	<p>savings target is included in the \$5.6 billion deficit. As the new government is in a transition period, no specific savings measures to deal with the deficit have been identified yet.</p> <p>The Union inquired about the status of Program Evaluation in the OPS. The Employer indicated that the status is unknown, pending consideration by new government.</p>		
<p><b>November 6, 2003</b></p>	<p><b>Filling Vacancies During the Current Fiscal Period</b></p> <p>The Employer reported that the Premier recently reiterated the necessity of a hiring freeze in the OPS, but it is still unknown for how long this hiring freeze would continue. Ministries are able to fill positions identified as "business critical".</p> <p>The Union raised concerns about the potential proliferation of short-term contracts (under 6 months) due to the hiring freeze.</p>	<p><b>Employer</b></p>	<p>The Employer to report back as new information on the hiring freeze is available.</p>
<p><b>November 6, 2003</b></p>	<p><b>Ontario Internship Program (OIP) Disclosure</b></p> <p>The Employer provided the Quarterly Report on the number of interns in the OIP as per the collective agreement.</p>		<p>No action required.</p>
<p><b>November 6, 2003</b></p>	<p><b>Recognition and Innovation Fund (RIF)</b></p> <p>The Employer expressed concern that it had not yet received feedback from the Union during the RIF consultation process. The Employer extended the opportunity for the Union to provide input, formally and informally.</p>	<p><b>Union</b></p>	<p>The Union to respond.</p>

For the Union: 

For the Employer: 