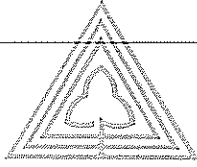


MEMORANDUM

Ontario Public Service
Employees Union

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: Roy Storey
OPS Sector Supervisor

DATE: November 4, 2003

RE: **Central Employee Relations Committee Meeting
Minutes – April 2, 2003**

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.

You will also find attached a MERC referral form which should be used when referring unresolved local issues to the ministry level. We request that you provide the Job Security Group with all supporting documentation, (i.e. minutes, correspondence, etc.), with any referrals.

PLEASE NOTE: THESE MINUTES WERE PREPARED BY THE EMPLOYER.

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AUTHORIZED FOR DISTRIBUTION:

Leah Casselman
President

LC/ms
att.

c: Senior Staff
Cameron Walker
Job Security Department

IN SOLIDARITY,

Roy Storey
OPS Sector Supervisor

Central Employee Relations Committee (CERC) Meeting

April 2, 2003

100 Lesmill Road, Room 201

For the Union

Marg Simmons, Co-Chair
Kathleen Demareski
Steve Nield
Judith Marion
Cameron Walker

For the Employer

Janis Bartley, MBS, Co-Chair
Peter Jenkins, MBS
Renee Reddick, MBS
Elizabeth McKnight, MBS
Ed Farragher, MOF
Laurie MacDonald, MBS

Guests


Trinela Cane, MBS
Heather MacKay, MAG
Lisa McCaskill, OPSEU

Date tabled	BUSINESS ARISING	Referred to	Action
Standing Item	I & IT Survey No update.		No action required.
Standing Item	Inspections, Investigations and Enforcement Project No update.		No action required.
February 13, 2003	Integrated Justice Project Trinela Cane (MPSS) and Heather MacKay (MAG) provided an overview of the wrap-up of the Integrated Justice Project, which finished as of March 31, 2003. Outcomes and next steps for the Ministries involved were discussed. The Union's concern was whether there will be an impact on staffing. No staffing reductions are anticipated. The Employer agreed to follow up prior to the next meeting.	Employer	The Employer to follow-up on staffing implications.
March 13, 2003	Headquarters List (Article 11.2) The Employer reported that information is being collected from the Ministries. The information compiled will be supplied at the May meeting.	Employer	The Employer to supply the Union with the Headquarters List, or as much information that is available, at the May CERC meeting.

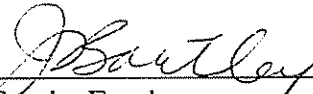
March 13, 2003	Joint Training on Interest Based Approaches The parties agreed on a facilitator for joint training. The Union suggested that the JESS members be included on the training. The Employer agreed to schedule the training session based on dates suggested.	Employer	The Employer to schedule the training and advise the participants.
December 4, 2002	Robarts School The Employer advised that the information provided at the January CERC meeting still applies. The Union requested that the Employer ensure accurate records are kept on seasonal staff at the Robarts School in the event a seasonal seniority list would be required. The Union requested clarification regarding record keeping for seasonal employees at MNR. The Employer agreed to follow up prior to next CERC meeting.	Employer	The Employer to follow up with the Robarts School to ensure records are being maintained for seasonal employees. The Employer to follow up with MNR.
March 13, 2003	Employee Survey Pilot The Employer reported that the survey, having just closed, will be analyzed by the consultant. The results are expected in six weeks. The report will be disclosed corporately. The Employer agreed to advise when this will occur.	Employer	The Employer to advise when the results of the Employee survey will be disclosed corporately.
	NEW BUSINESS		
April 2, 2003	Ministry Vehicle as Taxable Benefit The Union advised this was an issue initially raised at the Ministry of Labour MERC in January, and the matter has been referred to MBS Legal. The Union is seeking clarification on the implications of a Revenue Canada decision on the status of a Ministry vehicle as a taxable benefit. The Union provided the Employer with a copy of the Revenue Canada decision. The Employer recognized that this matter has OPS wide implications and should be resolved as soon as possible.	Employer	The Employer to follow up with MBS Legal Services and respond to the Union as soon as possible.
April 2, 2003	Application of Max + Merit The Union raised three issues:	Employer and Union	The Employer to provide the Union with a contact person for max + merit

	<p>1) Inconsistencies in application 2) Why max + merit appears in Job Ads 3) How max + merit applies to unclassified employees The Employer responded that max + merit appears on Job Ads to provide employees with full information regarding remuneration. The Employer requested more details about which Ministries were applying the max + merit inconsistently.</p>		<p>issues. The Union to provide the Employer with specific details regarding inconsistencies. The Employer to follow up on unclassified employees.</p>
April 2, 2003	<p>Disclosure The Union requested that the Employer identify the level of confidentiality required on information disclosed to the Bargaining Agents. The Employer advised a protocol would be established for future disclosure meetings whereby the terms of confidentiality are communicated prior to each item being disclosed.</p>	Employer	<p>Employer to establish a protocol regarding confidentiality.</p>
April 2, 2003	<p>SARS Lisa McCaskill, OPSEU Health and Safety Officer, joined the meeting for discussion of the parties' efforts to respond to the SARS Emergency. The Employer advised that a Central Response Team has been set-up to work in conjunction with the Provincial Operations Centre and provide information that is consistent with the Ministry of Health and Toronto Public Health. The Union raised concerns regarding MTO and negotiation to establish a protocol for driver examination centers.</p>		<p>Employer to assist in protocol development.</p>
April 2, 2003	<p>National Day of Mourning The Employer advised that there will be an article in the upcoming Topical regarding the April 28, 2003 National Day of Mourning for persons killed or injured in the workplace.</p>		<p>No action required.</p>
April 2, 2003	<p>Ministry of Finance Update The Employer advised that a document discussed at CERC over a year ago has been approved. A copy of the Ministry</p>		<p>No action required.</p>

	of Finance <i>Service Commitments and Standards in Tax Administration</i> was distributed.		
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For the Union



For the Employer