

# MEMORANDUM

Ontario Public Service  
Employees Union

**OPSEU**



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

TO: ALL OPS LOCAL PRESIDENTS  
MERC TEAMS

FROM: Cameron Walker  
Supervisor, Contract Enforcement

DATE: April 28, 2003

RE: **Central Employee Relations Committee Meeting  
Minutes – December 4, 2002**

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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.

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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att.

c: Executive Board Members  
Administrators  
CERC Team  
Sandra Harper  
Cameron Walker  
Job Security Department

## MINUTES

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### CENTRAL EMPLOYEE RELATIONS COMMITTEE

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December 4th, 2002  
9:30 A.M.-12:30 P.M.  
MacDonald Block, M-259

**Attending For the Union:** Marg Simmons, Co-Chair  
Sandra Noad  
Kathleen Demareski  
Judith Marion

**Attending For the Employer:** Janis Bartley, Co-Chair  
Elizabeth McKnight  
Ed Farragher  
Angela Sullivan  
Chris Wright  
Brenda Wong

**Regrets:** Marion Langford

**Guests:** Kevin Wilson, MBS  
Randall Wilson, MBS

#### **I. Business Arising from September 04/02 - CERC**

- 1. Minutes of the October 2<sup>nd</sup>, 2002 CERC were exchanged**
- 2. Comments, the Assistant Deputy Minister, Human Resources, MBS**

Kevin Wilson attended to meet the newly elected OPSEU members of the CERC. He reviewed past successes of the CERC that were of benefit to both OPSEU and the Employer (i.e. grievance backlog project). He expressed the interest of the Employer to proceed with the Grievance Administration Project (the implementation of the recommendations contained in the McLeod report) Further, he expressed the Employer's desire to work with the Union to resolve disputes in an expeditious manner and improve labour relations at the local level.

**Action: None required**

### **3. Grievance Administration Project (GAP) Update**

The Employer introduced the new lead on the GAP Project, Randall Wilson, from Negotiations Secretariat. Randall Wilson will be overseeing the implementation of the GAP recommendations. The parties discussed a particular GAP proposal that could possibly be funded through the Innovation and Recognition Funds.

**Action:** Report on GAP progress at future meetings. Schedule a meeting prior to the next CERC in order to discuss the implementation of some of the recommendations.

### **4. Seasonal Seniority List**

The Employer stated that there are technical difficulties associated with producing reports that become increasingly specialized/specific. Corporate Labour Relations/Negotiations Secretariat is currently working with WIN to determine the capacity to produce such a list.

**Action:** The Employer to follow up with SSB. The Employer will invite a representative from WIN to attend a CERC meeting. The Employer will arrange for a presentation on the new e-recruitment module.

### **5. LERC – Ministry of Citizenship**

The parties discussed the request by the Union to establish a LERC for Citizenship at 400 University. Management agreed that they will revisit this issue with the Ministry.

**Action:** The Employer to follow-up with the Ministry.

### **6. Ministry of Health: Communication Access Control Centres**

The Union inquired about the MOHLTC request to MBS for additional financing and resources. Any requests for additional financing from a Ministry are submitted through the Business Planning Process. Decisions are communicated to the Union through an established process which occurs towards the end of the spring.

**Action:** No further action required.

### **7. MERX Reference #66363 (Program Evaluation)**

The Employer advised that successful candidates have been identified and will be forwarded to Ministries. OPSEU asked when the information will be shared and how many candidates are on the list.

**Action:** The Employer will follow-up.

## **2. New Business**

### **A). Return-To-Work, Accommodation, STSP, LTIP, and WSIB**

OPSEU requested copies of any policy guidelines and interpretative bulletins on the above noted topics.

**Action:** The Employer agreed to provide OPSEU with the above noted policy guidelines.

### **B). Travel Accident Claim Insurance**

OPSEU presented a case that had been presented to the Joint Benefits Insurance Review Committee related to an insurance claim respecting an incident of accidental death while on travel. The Employer indicated that in this case, MBS is not the policy holder. The Union requested a speedy resolution of the matter and a clarification of the appropriate forum. The Employer concurred with the need for a speedy resolution.

**Action:** The Employer to provide the Union with a copy of the policy/guidelines.

### **C). Enhanced Recruitment Initiative**

The parties discussed the new provisions in the collective agreement related to the Enhanced Recruitment Initiative. The parties are interested in discussing more fully ways that the Enhanced Recruitment Initiative could identify sources for improved targeted recruitment.

**Action:** The Union to discuss the issues with its principals

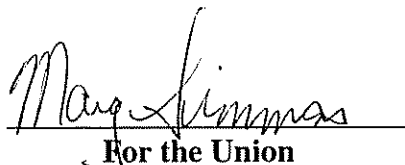
### **D). Kingston Health and Safety Issue**

The Joint Health and Safety Committee at the Macdonald Cartier Building in Kingston will be working to determine how additional testing will be conducted.

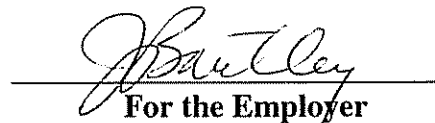
**Action:** No further action required.

### **E). Next Meeting**

The parties agreed to meet on Thursday, January 23rd, 2002 at 9:30 A.M. The meeting location will be at OPSEU Corporate, 100 Lesmill road.

  
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**For the Union**

Marg Simmons (Union Co-Chair)

  
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**For the Employer**

Janis Bartley (Employer Co-Chair)