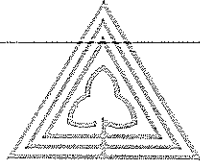


MEMORANDUM

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 – March 13, 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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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

March 13, 2003

MacDonald Block, M2-59

For the Union

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

For the Employer

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

Guests

Judy Stamp
 Gord Clark
 Curtis Allen
 Angela Kaan
 Dorothy Cameron
 Jennifer Evans

Date tabled	Business Arising	Referred to	Action
December 4, 2002	Travel Accident Insurance Policy The Employer tabled a letter written to the insurance carrier on behalf of the Union and Employer members of the CERC encouraging re-evaluation of the original decision. A summary of the Travel Accident Insurance Policy is available on the SSB website.		No action required.
January 23, 2003	Wage Overpayment The employer confirmed a long-standing practice whereby each overpayment situation is assessed to ensure that the repayment schedule is reasonable. Each situation is assessed on a case-by-case basis rather than by an explicit policy. An employee, his or her manager, and SSB could		No action required.

<p>January 23, 2003</p>	<p>work out a repayment schedule, to prevent hardship on the employee.</p> <p>Workplace Discrimination and Harassment Program (WDHP) Training for OPS Curtis Allen, MBS, attended to provide an overview of I & IT security in the government in general and specifically the education plan with respect to the appropriate use of I & IT. He discussed the three stages of the implementation plan and the separate modules of training that are currently under development.</p>		<p>No action required.</p>
<p>February 13, 2003</p>	<p>Emergency Management Security Program The Employer indicated that an individual consultation with OPSEU was being arranged with HR Strategies Branch.</p>		<p>No action required.</p>
<p>February 13, 2003</p>	<p>Local union leave codes The Employer confirmed that individual ministry practices with respect to MERC caucus time vary according to circumstances. The ministries have been advised of the relevant codes. If there is an issue with Ministry practice, that should be raised at the MERC level.</p>		<p>No action required.</p>
<p>February 13, 2003</p>	<p>Itemized list of retro pay deductions The Employer indicated that where individual employees had a particular problem with retro pay, the decision to provide an itemized list of deductions would be on a case-by-case basis.</p>		<p>No action required.</p>
<p>February 13, 2003</p>	<p>I & IT Survey Angela Kaan and Dorothy Cameron, MBS, attended to present the results of the 2003 I & IT survey. They provided an overview of the survey and the preliminary results. The Union expressed an interest in an update upon completion of further data analysis. The Employer agreed.</p>		<p>No action required.</p>

February 13, 2003	Inspections, Investigations and Enforcement Project Gord Clark, MOL, provided an update on the code of professionalism for inspectors, investigations and enforcement functions within the OPS. Each Ministry has its own implementation schedule, and is responsible for developing its own documentation.		To be a standing item.
February 13, 2003	Integrated Justice Project Judy Stamp, MAG, attended to provide an update on the status of the Integrated Justice Project (IJP) in the Ministry of the Attorney General. She confirmed that the project would be disbanded as of March 31, 2003. A representative from the IJP will be invited to attend the next CERC meeting to discuss the project status in corporate terms.	Employer	A representative from the IJP to be invited to attend the next meeting.
February 13, 2003	Delegation of Deputy Minister's Authority The Employer indicated that there were no further changes to implementation timelines. The Employer committed to continue to keep the Union informed as updates arose.		No action required.
February 13, 2003	Relocation Expenses The Employer confirmed that the Relocation Expenses directive does not apply to term classified employees for the term of the collective agreement.		No action required.
February 13, 2003	MERX # 66363 (Program Review) The Employer provided the list of successful contractors to the Union.		No action required.
March 13, 2003	<u>New Business</u> Change of Business Information Initiative (COBI) Referred by Ministry of Finance The Union was concerned that this initiative was not disclosed at the CERC before it was announced to staff. The Employer indicated that this does not involve a new		No action required.

	partnership between the Ministry of Finance and Ministry of Consumer and Business Services, but rather an operational issue that is part of an ongoing partnership between the two ministries and that it is appropriately discussed at the MERC, not at CERC. The item is on the upcoming Ministry of Finance MERC agenda.		
March 13, 2003	Safety Shoe Re-imbusement The Employer advised the Union that the re-imbusement rate is at the discretion of the Ministry. This policy is negotiated at the Ministry level for two reasons. First, the requirements of each Ministry will differ according to the circumstances and nature of the business. Second, this is an occupational health and safety issue and each Ministry is responsible for its own health and safety.		No action required.
March 13, 2003	Systems Officer Re-Classification The Employer provided an update on the progress of the Systems Officer reclassification. The JSSC is to complete the review by March 31, 2003.		No action required.
March 13, 2003	MERX # 73788 The Employer indicated that MERX # 73788 was a request for information to identify a potential pool of qualified contractors. There is no associated business plan at this time.		No action required.
March 13, 2003	Headquarters List (Article 11.2) The Employer will provide this list to the Union, in accordance with Article 11.2	Employer	The list will be supplied to the Union.
March 13, 2003	Ontario Internship Program The Employer provided the list of internship assignments to the Union.		No action required.
March 13, 2003	Joint Training The parties agreed to pursue joint training on interest-based	Employer	The Employer will compile a list of possible facilitators to submit to the

<p>March 13, 2003</p>	<p>approaches to dispute resolution for the CERC members.</p> <p>Resolution The Employer proposed a resolution to the Union in the spirit of moving forward and building positive relationships. The Union indicated that although they agreed with the spirit of the resolution they felt that as the resolution focused on relationship building it would be more appropriate to wait until the parties had experienced some successes before signing.</p>		<p>Union</p> <p>No action required.</p>
<p>September 4, 2002</p>	<p>Seasonal Seniority List At the February CERC, the Employer indicated that there were no plans at the present time to lay off any seasonal employees. The Union advised that the MEDU, Robarts School, London announced that high school programs would be closing.</p>	<p>Employer</p>	<p>The Employer to investigate staffing impacts, if any, that may result from the program closure at the Robarts School in London.</p>
<p>March 13, 2003</p>	<p>Employee Survey Pilot The Union advised that when results were available they are interested in discussing questions 19, 24, 29, 40, 41, 43, 50 & 58. The Employer will inquire as to what information, if any, is available to disclose.</p>	<p>Employer</p>	<p>The Employer to determine what information is appropriate to share and advise the Union accordingly.</p>
<p>March 13, 2003</p>	<p>Rideau Correctional and Treatment Centre The Union brought to the attention of the Employer a document entitled "Rideau Correctional and Treatment Centre – From the Inside Out" that was circulated describing the experiences of management and excluded staff that had been redeployed to the institution during the 2002 labour disruption.</p>		<p>No action required.</p>

For the Union: Marg. Simmas

For the Employer: Bailey