

In-placement Strategy Memorandum of Agreement Between OPSEU and
Employer

Question and Answers

Career Supports – Section 5 of MOA

Q: Must Ministries set up special union/management committees to explore career and other transitional training options for Impacted Employees?

A: The MOA requires that Ministries and their local OPSEU counterparts explore various options. While the method that these options will be explored is not defined in the MOA, there is no requirement that a special committee be established. Existing processes under MERCs or LERCs should provide such opportunities. Should a MERC or LERC agree to set up a subcommittee there is nothing precluding that either.

Q: Is there any corporate funding available for additional career and other transitional training options, programs and supports?

A: The parties did not negotiate special or additional funding for these options.

Q: Are Ministries who are not planning on transforming programs or services under the MOA required to work with their local OSPEU counterparts to explore career and other transitional training options?

A: No. The provisions in the MOA are designed to facilitate the transition and placement of OPSEU represented employees affected by workplace transformations that will result in job loss.

Q: Are Ministries who are transferring programs to another employer where the transfer is deemed to be a “sale of business” (i.e. that would attract successor rights) required under the MOA to work with their local OPSEU counterparts with respect to career and other transitional options?

A: No. The provisions in the MOA are designed to facilitate the transition and placement of OPSEU represented employees affected by workplace transformations that will result in job loss. In a successorship, staff are transferred as part of the “sale of a business” and their collective agreement flows with their transfer.

Q: What types of things should the ministry and its local OPSEU counterparts consider with respect to career and other transitional training options and to ensure Impacted Employees are provided with information?

A: The MOA defers to local parties to best determine these issues. The local parties could explore, for example, such things as providing Impacted Employees with training on how to complete employee portfolios, resume writing, interview skills, etc.