

MEMORANDUM

OPSEU



SEFPO

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

TO: All Presidents and Stewards with members in the Ministry of
Citizenship and Immigration

FROM: Terry Baxter, OPS Supervisor/Negotiator

DATE: April 11, 2005

SUBJECT: **Ministry of Citizenship and Immigration
Divisional Minutes – January 23, 2005**

Attached, for your information, please find the minutes of the above captioned meeting.

Your making these available to your delegates and members would be appreciated.

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,

Leah Casselman
President

/jm

Terry Baxter
OPS Supervisor/Negotiator

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cc: Executive Board Members
Senior Staff
Ministry ERC
MERC Chairs
Regional Offices

**MINISTRY OF CITIZENSHIP & IMMIGRATION
DIVISIONAL MEETING**

**2005 DIVISIONAL MEETING
JANUARY 23, 2005
SHERATON CENTRE, TORONTO**

CALL TO ORDER

Sister Nancy Recollet, MERC Vice-Chair, called the meeting to order at 9:25 a.m.

INTRODUCTIONS

Ruth Galinis, MERC Chair
Nancy Recollet, Vice-Chair
Larry Curley, L.317
Susan Morrison, L.211
Katherine Dodwell, L.503
Paul Foster, L.527
Laurier Gadoury, L.649
James Boulton, L.702
Natasha Lovenuk-Markham, L.727
Doreen Stensrud, Staff Representative, Toronto Regional Office

ADOPTION OF THE AGENDA

MOTION

Moved: J. Boulton (L.702)

Seconded: K. Dodwell (L.503)

To adopt the Agenda.

CARRIED

ADOPTION OF THE PREVIOUS MINUTES

MOTION

Moved: L. Curley (L.317)

Seconded: S. Morrison (L.211)

To adopt the minutes of the previous Divisional Meeting.

CARRIED

ERC TEAM REPORTS

Ruth Galinis, MERC Chair, presented the MERC Team Report (attached).

ELECTIONS

Doreen Stensrud reviewed the election procedures.

MERC TEAM

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
S. Morrison (L.211)	N. Recollet (L.630)	Stand	Acclaimed
N. Recollet (L.630)	S. Morrison (L.211)	Stand	Acclaimed
P. Foster (L.527)	N. Lovenuk-Markham (L.727)	Stand	Acclaimed
K. Dodwell (L.503)	P. Foster (L.527)	Decline	
L. Curley (L.317)	K. Dodwell (L.503)	Decline	
S. Morrison (L.211)	L. Curley (L.317)	Decline	
N. Recollet (L.630)	L. Gadoury (L.649)	Decline	

MERC ALTERNATES

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
K. Dodwell (L.503)	P. Foster (L.527)	Stand	2nd Alt.
N. Recollet (L.630)	K. Dodwell (L.503)	Decline	
P. Foster (L.527)	L. Curley (L.317)	Stand	1st Alt.

MERC CHAIR

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
L. Curley (L.317)	N. Recollet (L.630)	Stand	Acclaimed

MERC VICE-CHAIR

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
N. Recollet (L.630)	S. Morrison (L.211)	Stand	Acclaimed

MERC MEMBER

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
N. Recollet (L.630)	N. Lovenuk-Markham (L.727)	Stand	Acclaimed

MOTION

Moved: N. Recollet (L.630) Seconded: S. Morrison (L.211)

That all ballots be destroyed.

CARRIED

ADJOURNMENT

MOTION


Moved: J. Boulton (L.702) Seconded: L. Curley (L.317)

To adjourn.

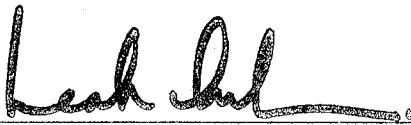
CARRIED

The meeting adjourned at 11:15 a.m.

AUTHORIZED FOR DISTRIBUTION:



Ruth Galinis
Chair
Ministry of Citizenship
& Immigration



Leah Casselman
President
OPSEU

jm

Attach. (1)

Ministry of Citizenship and Immigration Divisional Report

January 22, 2005

When your Ministry Enforcement Renewal Team (MERC) was elected the Ontario Human Rights Commission (OHRC) was part of the Ministry of Citizenship. The chair at the time was Terry Downey, a member of OHRC. The government later determined it would move OHRC to the Attorney General and add an immigration portfolio to citizenship.

As vice-chair, I moved to the position of chair and Nancy Recollet became vice-chair. As we had no alternatives outside of OHRC, we ended up as the MERC OPSEU team for Ministry of Citizenship and Immigration (MCI).

Under Terry's leadership the MERC team established goals and priorities, which were accomplished. The Union and Management had agreed to the following priorities for MERC:

- Complete the MERC Terms of Reference including Local Employee Relation Committee establishment and structure. Complementary to the Terms of Reference, will be training for all MERC team members on role and responsibility.
- Establishment of Joint Workplace Health and Safety Committees where location numbers warrant.
- Uphold the Collective Agreement at the MERC level by including leadership development for LERC and Health and Safety Teams, as well as, providing better communication linkages with staff.
- Continue to provide updates of Integrated Financial Information System (IFIS) and how this impacts on staff.
- Ensure accessibility of the Employee Assistance Plan and the maintenance of confidentiality throughout access of these services.
- Workplace Discrimination and Harassment Program training will be provided to management and staff.

We were able to produce one newsletter, and prepared a second when the Ontario Human Rights Commission was moved out of MCI.

Below are some of the highlights of discussions and accomplishments of your team.

Training

Joint management training with OPSEU and management members on roles and responsibilities was held. This training was led by a trained mediator.

As a result, a terms of reference for the Ministry was signed off by both parties.

deliver. Management believed this did appear to address the problem. Due to other circumstances, management in an e-mail advised staff in December of 2004 that a consultant will be hired to take a look at this situation. The newly elected MERC Team will need to be kept apprised of the process and have further frank discussions with management about this issue.

Accessibility Directorate Audit Review .

The review was still in progress the last time your Team met. The newly elected Team will need to bring this matter forward.

Travel claim notification

At one time, staff who submitted travel claims were notified when their money was deposited in their account This process stopped. The matter was raised at the MERC table and since management indicated that other Ministries also have the same issue the matter was referred to CERC.

Employee Assistance Program for Ministry

Due to past inconsistent coverage regarding EAP throughout the Ministry a vendor was selected and services became available to all employees until MBS Corporate EAP was implemented.

OPS Ideas campaign

The process of assigning and evaluating ideas is still in progress. Approximately 15 ideas have been assigned to the Ministry to date. The ideas fall under some of the following areas:

- Immigration and ODA policy review
- Ministry's relationship with the volunteerism sector
- Volunteer Awards-requested what suggestions were made relating to our Ministry

I would like to thank the members for their support and activism throughout the years. In particular I would like to thank my vice-chair Nancy Recollet. I appreciated her attention to details and most of all her humour.

I would also like to thank the skillful Job Security Officers who were there to lead us throughout our term.

It appears this government is one of "transformation" and change appears constant. I wish the new Team well as they continue to bring issues forward from our members and as they continue to keep management accountable!

In Solidarity
Ruth Galinis