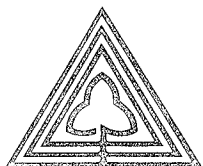


MEMORANDUM

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
Economic Development & Trade

FROM: Terry Baxter, OPS Supervisor/Negotiator

DATE: April 6th, 2006

SUBJECT: **Ministry of Economic Development & Trade
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

Terry Baxter
OPS Supervisor/Negotiator

/jm

cc: Executive Board Members
Senior Staff
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**MINISTRY OF ECONOMIC DEVELOPMENT & TRADE
DIVISIONAL MEETING**

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

CALL TO ORDER

Brother Ron Langer, MERC Chair, called the meeting to order at 9:30 a.m.

INTRODUCTIONS

Ron Langer, MERC Chair
Fred Sheehy, Vice-Chair
Diane Pelletier, Member
Barry Doyle, Staff Representative, OPSEU

ADOPTION OF THE AGENDA

MOTION

Moved: D. Pelletier (L.446) Seconded: F. Sheehy (L.509)

To adopt the Agenda.

CARRIED

ADOPTION OF THE PREVIOUS MINUTES

MOTION

Moved: R. Langer (L.103) Seconded: D. Pelletier (L.446)

To adopt the minutes of the previous Divisional Meeting.

CARRIED

ERC TEAM REPORTS

MERC Chair Ron Langer distributed the MERC Report (attached).

ELECTIONS

Barry Doyle explained the election procedures.

MOTION

Moved: F. Sheehy (L.509) Seconded: R. Langer (L.103)

That the present MERC Team be re-elected in their present positions being: Ron Langer as Chair, Fred Sheehy as Vice-Chair, and Diane Pelletier as Member.

CARRIED

MOTION

Moved: F. Sheehy (L.509) Seconded: D. Pelletier (L.446)

That Haran Thurairasah (L.502) be appointed as Alternate to the MERC Team.

CARRIED

ADJOURNMENT

MOTION

Moved: D. Pelletier (L.446)

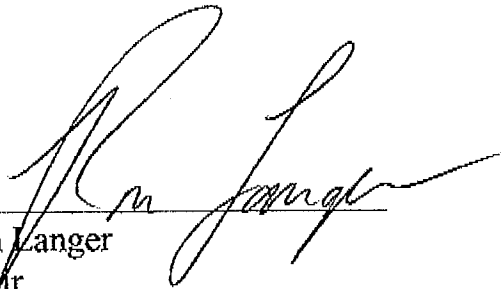
Seconded: R. Langer (L.103)

Meeting to be adjourned.

CARRIED

The meeting adjourned at 10:00 a.m.

AUTHORIZED FOR DISTRIBUTION:



Ron Langer
Chair
Economic Development & Trade



Leah Casselman
President
OPSEU

jm

Attach. (1)

MERC HIGHLIGHTS for 2002 – 2005

Members: **Ron Langer – Co-Chair**
 Fred Sheehy – Vice Chair
 Diane Pelletier – Member
 Sandra Harper – OPSEU Job Security Officer

Communications between the parties at the MERC table has improved as we have held more meetings the last term than the previous few years. HR members have become more familiar and comfortable with the new employee members.

In 2004, we held two meetings, one in January and the last meeting on June 8th just prior to our All Staff Day on June 10th. Management disclosed a reorganization which was purported to be good news with the addition of 25 new staff, the majority of which were scheduled to be OPSEU members primarily in the Trade and Investment Divisions and the new Commercialization of Research Division (old Science and Tech Division).

As the months rolled by, we noticed little progress and no feedback to the MERC Team concerning the reorganization. Later, Management's account of the June minutes indicated that 50% of the new jobs would be OPSEU positions contradicting their statement in the June meeting. In November the Deputy called another All Staff meeting in conjunction with the Ministry's Summit Awards Program. He mentioned casually in his long address that our Ministry is one of many that are "flatlined". This was news to us since the MERC Team has never received any further notice that the good news announced in June was being cancelled.

Management continues to use existing staff to work their own jobs and vacancies without regard to workload and without consultation with the Union. We have been successful in bringing this to the attention of HR and in one situation we were able to force management to remove that individual from doing two jobs. Still, Management persists in taking advantage of certain staff who will sometimes work as many as three jobs in three locations at the same time, and then managers have the audacity of bragging about this in staff memos. These cases will continue to be addressed at the MERC Table when OPS Negotiations are concluded and in emergency situations during negotiations.

The increased workload is particularly perplexing considering that OPSEU staff has borne the brunt of the layoffs during the Harris-Eves regime as our staff count was 350 in 1996 and is currently 221 which represents 48% of the overall 457 MEDT employment. There are 64 AMAPCEO positions and the balance of 172 are SMG's, management excluded and a few contractors. It is puzzling why Management wouldn't pick up the slack when there is a vacancy pending the filling of these positions.

Another concern is the lack of transparency in competitions. There have been instances of existing OPSEU members not being given a chance at interviews despite having the

appropriate background and classification for the job and instances of parachuting in favourites of Management with advance notice prior to the competition. These instances will continue to be closely monitored and OPSEU will be reviewing appropriate action as it deems necessary to correction this lack of transparency.

Pressure continues to be placed on the OAG Category with little effort in retraining or other job opportunities. This problem has been exacerbated in at least two instances (Windsor and Kitchener) of IDO3's indicating that they do not require an OAG instead proposing that the existing OAG reporting to the Regional Manager can pick up the slack plus advocating Temp and Student workers for "Special Projects". This lack of support by our own Brothers and Sisters given the few numbers that we have (especially few members in good standing) is troubling.

On a more positive note, Health and Safety Committees with OPSEU representation at 900 Bay and 56 Wellesley have commenced. Brother Fred Sheehy at 56 Wellesley and Sister Julia Naczynski and Brother Haran Thurairasah at 900 Bay have volunteered their services.

In November the CERC Team advised all MERC Teams to cancel formal meetings with Management while Bargaining is in session. There is a policy addressing urgent MERC business through the Negotiating Team c/o Rheal Delaquis, MERC Chair for MOE and a Bargaining Team member.

We are eagerly awaiting resolution of the contract and look forward to getting back to the MERC Table to continue the good dialogue that has been established and to continue to address our concerns and make sure that the collective agreement that we work so hard to achieve will be honoured by our vast numbers of management personnel.

In Solidarity,

Your MERC Team



Ron Langer
MERC Chair

On Behalf of the MEDT MERC Team