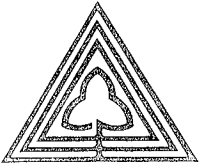


**MEMORANDUM**

**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 Transportation

**FROM:** Terry Baxter, OPS Supervisor/Negotiator

**DATE:** April 25, 2006

**SUBJECT:** **Ministry of Transportation  
Divisional Minutes – January 23, 2005**

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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,

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Leah Casselman  
President

---

Terry Baxter  
OPS Supervisor/Negotiator

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or  
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/jm

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

**MINISTRY OF TRANSPORTATION  
DIVISIONAL MEETING**

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

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**CALL TO ORDER**

Brother John O'Brien, MTO MERC Chair, called the meeting to order at 9:35 a.m.

**INTRODUCTIONS**

John O'Brien, Chair  
Serge Valcourt, Vice-Chair  
Bob Houston, Member  
Peggy Maybury, Member  
Brenda Hegenauer, Recording Secretary  
Al Stead, OPSEU Staff Rep. (left at 10:00 a.m.)  
Jan Pilley, OPSEU Staff Rep. (arrived at 10:00 a.m.)  
Judith Marion, Job Security Officer (arrived at 10:20 a.m.)

**ADOPTION OF THE AGENDA**

**MOTION**

Moved: Bill Cross (L.430)

Seconded: Sue Cross (L.430)

We move the elections to 11:00 a.m.

**CARRIED**

## **ADOPTION OF THE PREVIOUS MINUTES**

### **MOTION**

Moved: Brian Waldron (L.542)

Seconded: Bill Cross (L.430)

To adopt the minutes of the previous Divisional meeting.

**CARRIED**

## **BUSINESS ARISING FROM THE MINUTES**

No business arose from the Minutes.

## **ERC TEAM REPORTS**

John O'Brien, MERC Chair reported on all items in the report (attached).

## **ELECTIONS**

Jan Pilley, OPSEU Staff Representative for Thunder Bay, was introduced. Sister Pilley reviewed the election procedures prior to conducting the elections.

### **MOTION**

Moved: James Tocker (L.706)

Seconded: Bill Cross (L.403)

That speeches be limited to three minutes.

**CARRIED**

## **MOTION**

Moved: James Tocker (L.706)                      Seconded: Dave Edwards (L.270)

A ten minute question period be allowed to address questions to all candidates running for election.

Be it further resolved that the question period take place just prior to elections.

**CARRIED**

## **ELECTIONS**

### **ERC TEAM - MTO**

The floor was opened for nominations for positions on the ERC TEAM.

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/ Decline</u>	<u>Results</u>
B. McCullagh (L.542)	J. Daniel (L.506)	Decline	
B. Waldron (L.542)	B. McCullagh (L.542)	Stand	
B. Waldron (L.542)	B. Houston (L.224)	Stand	<b>Elected</b>
T. Grimes (L.140)	J. O'Brien (L.706)	Stand	<b>Elected</b>
B. Bird (L.634)	S. Valcourt (L.634)	Stand	
D. Edwards (L.270)	P. Maybury (L.536)	Stand	<b>Elected</b>
G. Riberdy (L.602)	J-G. Paquette (L.632)	Stand	

### **2<sup>nd</sup> Ballot**

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/ Decline</u>	<u>Results</u>
B. Bird (L.634)	S. Valcourt (L.634)		<b>Elected</b>
G. Riberdy (L.602)	J-G, Paquette (L.632)		

### **CHAIR, ERC - MTO**

The floor was opened for nominations for position of Chair, ERC - MTO.

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/ Decline</u>	<u>Results</u>
T. Grimes (L.140)	J. O'Brien (L.706)	Stand	<b>Elected</b>
C. Blaney (L.536)	B. Houston (L.224)	Stand	
B. Waldron (L.542)	P. Maybury (L.536)	Stand	
B. Bird (L.634)	S. Valcourt (L.634)	Decline	

### **VICE-CHAIR, ERC - MTO**

The floor was opened for nominations for position of ViceChair, ERC - MTO.

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/ Decline</u>	<u>Results</u>
J. Daniel (L.506)	B. Houston (L.224)	Declined	<b>Elected</b>
B. Toner (L.204)	P. Maybury (L.536)	Stand	
B. Houston (L.224)	S. Valcourt (L.634)	Stand	

### **ALTERNATES, ERC - MTO**

The floor was opened for nominations for Alternate positions on the ERC TEAM.

### **MOTION**

Moved: John O'Brien (L.706)                      Seconded: Bob Houston (L.224)

Alternate be elected via plurality vote. Also, in event of a tie, tie will be decided by coin flip.

**CARRIED**

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/ Decline</u>	<u>Results</u>
B. Houston (L.224)	J-G. Paquette (L.632)	Stand	<b>1<sup>st</sup> Alt.</b>
S. Valcourt (L.634)	J. Daniel (L.506)	Stand	<b>4<sup>th</sup> Alt.</b>
D. McKnight (L.270)	B. McCullagh (L.542)	Stand	<b>2<sup>nd</sup> Alt.</b>
B. Toner (L.204)	D. McKnight (L.270)	Stand	<b>3<sup>rd</sup> Alt.</b>

### **MAC TEAM MEMBERS**

The floor was opened for nominations for two (2) positions on the MAC Team.

### **MOTION**

Moved: John O'Brien (L.706)                      Seconded: Peggy Maybury (L.536)

Candidates get 3 minutes to speak before elections for the Health & Safety Committee.

**CARRIED**

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/ Decline</u>	<u>Results</u>
P. Maybury (L.536)	L. Thibert (L.107)	Stand	<b>Elected</b>
S. Valcourt (L.634)	B. Urso (L.632)	Stand	<b>Elected</b>
B. McCullagh (L.542)	J. Daniel (L.506)	Stand	
G. Riberdy (L.602)	J-G. Paquette (L.632)	Stand	

### **MAC CHAIR – MTO**

The floor was opened for nominations for position of the MACChair.

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/ Decline</u>	<u>Results</u>
S. Valcourt (L.634)	B. Urso (L.632)	Decline	
P. Maybury (L.536)	L. Thibert (L.107)	Stand	<b>Acclaimed</b>

Peggy Maybury read nomination letter from Linda Thibert.

**MAC VICE-CHAIR – MTO**

**MOTION**

Moved: Brian Waldron (L.542)

Seconded: Daniel McKnight (L.270)

The Chair of the MERC be the ViceChair of MAC.

**CARRIED**

John O’Brien automatically is Vice-Chair of the MAC Team.

**ALTERNATES, MAC - MTO**

The floor was opened for nominations for Alternate positions on the MAC Team.

**MOTION**

Moved: Brian Toner (L.204)

Seconded: Jamie Tocker (L.706)

Alternates be ranked by plurality for elections for alternates to the MAC committee.

**CARRIED**

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/ Decline</u>	<u>Results</u>
P. Maybury (L.536)	J. Daniel (L.506)	Stand	<b>2<sup>nd</sup> Alt.</b>
J. O’Brien (L.706)	J-G. Paquette (L.632)	Stand	<b>1<sup>st</sup> Alt.</b>

**MOTION**

Moved: Bob Houston (L.224)

Seconded: Mark McMahan (L.706)

To destroy all ballots.

**CARRIED**

**NEW BUSINESS**

No new business was proposed due to the lack of heat and lighting caused by the black out.

**ADJOURNMENT**

**MOTION:**

Moved: Brian Toner (L.204)

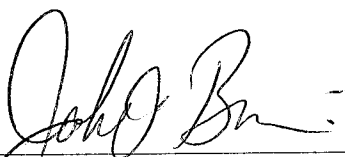
Seconded: James Tocker (L.706)


To adjourn the meeting.

**CARRIED**

The meeting adjourned at 1:00 pm.

**AUTHORIZED FOR DISTRIBUTION:**

  
\_\_\_\_\_  
John O'Brien  
MERC Chair  
Ministry of Transportation

  
\_\_\_\_\_  
Leah Casselman  
President  
OPSEU

/bh

Attachment (1)

## **Ministry of Transportation Report to 2005 Divisional Meeting Sunday, January 23, 2005**

Since, you elected your team on November 3, 2002 we have been busy in trying to get the best things for our membership.

Your MERC Team meet with the employer on the following dates:

December 18, 2002

February 26, 2003

April 16, 2003 (Special meeting on Vehicle Resolve Backlog)

June 25, 2003

September 10, 2003

December 10, 2003

March 8, 2004

May 14, 2004

May 25, 2004 (Meeting with Minister Harinder Takhar. This meeting set up by Presidents office)

September 17, 2004 (Caucus meeting of team around the campaign, grievances)

September 20, 2004 (Minutes of this meeting have not been finalized in support of OPS Bargaining)

December 6, 2004 (This meeting was cancelled in support of OPS Bargaining team)

The Issues that have been deal with are as follows:

### **Driver Examiner Divestment**

The employer (government of Ontario) introduced legislation to divest driver exam services from the public to the private sector in the fall of 2001.

The divestment happened on September 2, 2003 the day after Labour Day and one month before the Provincial Election. The government signed a 10 year contract with SECO an offshore company from England.

### **Outsourcing**

This Ministry has not slowed down on outsourcing our work to the private sector. Recently they have signed a new 8 year Area Maintenance Contact with TWD in Northwestern Region, this contract starts June 1, 2005.

They gave notices to 10 of our members on January 11, 2005 of a new Area Maintenance Contact in Central Region which will be out as early as January 26, 2005.

## **Inspections, Investigations and Enforcement Secretariat (II&E Project)**

Employer provided the team with an update that was presented to the CERC Table On September 2, 2004. The Employer confirmed, as far as it knows, the secretariat is not spearheading any initiative that would bring all enforcement positions under one umbrella organization.

### **IRP Positions**

These positions have been set to the JSSC for resolve and they are still at this table. There are 5 Bilingual clerks (OAG 9), 10 clerks (OAG8) and 4 group leaders (OAG 10). Your team was also given job specifications for these jobs.

### **L&C Backlog**

As you know the employer offered staff with vehicle registration system experience the opportunity of training and voluntary overtime to work on the vehicle resolve backlog as a result of the 2002 OPS Strike. Approximately, 114 staff participated. As a result the employer did not offer these positions through the competition process but appointed instead. Members filed some 18 grievances around this issue. We are currently at arbitration on their issues. The next day of hearing is scheduled for February 17 & 18, 2005.

### **Field Management Review**

Your team is waiting for management to give us proper organization charts for all operations staff in the regions indicating how many incumbents report to management. In May the employer confirmed that copies of the organization chart were being forwarded to the Union.

### **Transportation Technicians**

The employer confirmed that, although there are no guaranteed jobs for Transportation Technicians, the employer has made an investment in them and retirements are anticipated.

### **TEO BPP's**

The employer calls the quotas in the current BPP's for Transportation Enforcement Officers Performance measures. Your team stated that it believes performance measures (Quotas) should not be included in BPP's. The employer confirmed that BPP's contain targets and that merit would not be denied because of the Quotas.

## **Downsview Lab**

The employer has informed your team that the Labs remain under review and information will be shared with your team and the members that work in the Labs.

## **Grievance Administration Project (GAP)**

Your team has tried to get this project off and running but the Ministry has problems with disclosure on WHP matters, grievances concerning discipline and the need to keep the terms of reference to non-complex cases as much as possible in order to achieve the objectives of the pilot project. Your team is prepared to move ahead on the Terms of Reference that we have laid out but we are awaiting the Ministry to get their ducks in order. This issue is now at the corporate steering committee level for discussion.

## **Ontarians with Disabilities (ODA)**

The Ministry confirmed to your team that communications profiling the ODA was set to all staff on May 5, 2004 from the ABM, Corporate Services Division.

## **Hiring Freeze**

The Ministry advised your team that the hiring freeze is continuing in its present form. They indicated that a Q & A's went out to staff on August 8, 2003.

## **Ontario Works**

Your team has requested that all placements under this program of new incumbents who are assigned be sent to OPSEU by position and name of person assigned. Please keep an eye on this in your workplaces and let your Local ERC know ASAP.

## **Road User Transformation**

The Ministry confirmed there will be a new Director of the Service Delivery Partnership Branch. The Employer confirmed it anticipates there will be new positions for monitoring operations by the year-end. Your team requested that any positions be posted open to the public without any geographic restrictions.

## **Access to Classifications Standards**

The Ministry has confirmed that it will provide access to classification standards. The employer wants this done with the expectation that the requesting employee would meet with their manager and /or local human resources consultant to discuss the classification standard and any related issues that may exist.

## TEO Positions

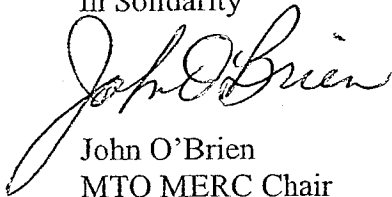
Your team has requested from the employer information about TEO vacancies and whether they were impacted by the hiring freeze. The employer confirmed there are current vacancies and they are being considered. We requested to know how many vacancies there are and how many will be filled. Your team indicated that there were about 35 vacant positions across the Province and management said that that sounded about right. That was on September 20, 2004.

On behalf of your MERC Team I would like to thank all our members at MTO for their support over the last 2+ years and I know your team can count on your continued support over the next couple of years.

It has been an honour for your team in representing all of our member's issues across this Province.

Thanks !!!

In Solidarity



John O'Brien  
MTO MERC Chair  
Ontario Public Service Employees Union  
127 Marks Street South  
Thunder Bay, Ontario  
P7E 1L8

# MINISTRY ADVISORY COMMITTEE ON HEALTH AND SAFETY REPORT

## OPSEU DIVISIONAL MEETING

### MINISTRY OF TRANSPORTATION

January 23, 2005

In November 2002, the Ministry Advisory Committee (MAC) OPSEU members were elected; myself and Stefan Michnowiec with John O'Brien from the MERC.

We started work on what seemed at the time a huge agenda. Over the next few months, driver examination was privatized and as a result we lost Stefan on the committee and Bob Urso came on board.

I have provided the minutes of the meetings since that time for those of you who might have missed them being posted. They are now posted on a regular basis on the Ministry website.

The issues we have dealt with, big or small have been interesting and some times complicated, but I believe have advanced health and safety for our members a great deal. This has been supplemented by the encouragement for the Area Advisory Committees to be more functional and communicate on a regular basis with the MAC.

We worked through the development of policies on "Violence in the Workplace", "Be Aware" training, "Zero Tolerance" signage, "Motor Vehicle Accident Scene Control", "Emergency Work in Live Lanes".

Assessments were completed on the G2 driving test, lap-top assessments before installation in cruisers, and are ongoing for inspection procedures for the enforcement officers.

Prescription safety glasses have been approved in principle and the issue is in the ministry for costing.

Hepatitis shots for officers have been supported by the MAC and are in the Ministry for approval.

The Quinlan Report recommendations, starting at 21 have been responded to in all cases with a final 6 ongoing.

1. Physical demands analysis continuing.
2. Localized Risk Assessment training is ongoing.
3. Pepper Spray hearings – a decision is pending.
4. Self defence training – new training being developed.

5. Uniform Sub-committee – final report has been submitted to the Ministry for response.
6. Radio Communications – Fleet Net implementation is still ongoing for the north.

In addition we have worked through a number of critical injuries and work refusals, procedures around West Nile Virus and a huge new issue “SARS”.

We need to thank Lisa McCaskell, the Health and Safety Advisor from OPSEU for her highly professional assistance on all of these issues, but in particular SARS as she led the OPSEU submissions at the SARS Commission and was invaluable in assisting us in developing new procedures for the Ministry. Thank you Lisa.

In conclusion, our health and safety network has expanded greatly and I complete this term of office with a feeling of satisfaction and thankfulness to all of you who worked with us, to better health and safety for all of our members in the Ministry of Transportation.

Linda Thibert  
OPSEU Co-chair  
MAC