

**MEMORANDUM**

**TO:** All Presidents and Stewards with MERC members  
All Local Presidents and Stewards

**FROM:** Brian Gould, OPS Supervisor/Negotiator

**DATE:** October 10, 2007

**SUBJECT:** Ministry of Labour  
Divisional Minutes – November 25, 2006

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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,


Warren (Smokey) Thomas  
President

Brian Gould  
OPS Supervisor/Negotiator

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att.

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

**MINISTRY OF LABOUR DIVISIONAL MEETING**  
**2006 DIVISIONAL MEETING**  
**NOVEMBER 25, 2006-SHERATON CENTRE TORONTO**

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**CALL TO ORDER**

Patricia Habermann, MERC Chair, called the meeting to order at 2:30 pm.

**INTRODUCTIONS**

Patricia Habermann, Chair  
Gibson McIlwrath, Vice-Chair  
Jayne McKenzie, Member  
Marcel Labell  
Joseph Zaher  
Dennis Wilson  
Terry Waraich  
Jerry Steiner  
Kimberly M. Wilson-Piper  
Donald Amodeo  
Francois Junior Malette  
Victoria Lernell  
Kevin Brown  
Lincoln Brown  
Balkaran Singh  
Richard Hamilton  
Carl Bleich  
Ron Elliot  
Lise E. Lubera  
Patricia Johnson  
Tom Tangie, OPSEU Staff Representative  
Audrey Amminson, Recording Secretary

**ADOPTION OF THE AGENDA**

**MOTION**

Moved: P. Habermann (L 211)

Seconded: G. McIlwrath (L 230)

To adopt the Agenda.

**CARRIED**

## **MINUTES OF MERC MEETING**

Minutes of MERC Meeting of October 13th, 2006 were distributed by  
MERC Chair Patricia Habermann - attached

### **ADOPTION OF THE PREVIOUS MINUTES**

#### **MOTION**

Moved: R. Elliot (L 101)

Seconded: G. McIlwrath (L 230)

To adopt the minutes of the previous Divisional Meeting.

**CARRIED**

### **BUSINESS ARISING FROM THE MINUTES**

The following issues were raised and discussed:

- Minutes within 90 Days – OPSEU sent the minutes within the 90 day period
- Respond to local inquiries within 5 days – accomplished
- Meal Rates – accomplished
- Meal receipts are an on-going issue – further discussion under New Business
- Classification during restructuring – restructuring completed before the team could meet. Team consistently told by bargaining team not to meet during this (bargaining) period.
- Job Descriptions – report to be ready by end of the year
- Regional Program...AMAPECO – no resolution on this issue at this time
- Discriminatory Hiring Practices – 2 grievances have been filed
- Pay Classification – MERC team investigated various issues (high risk, farming and Health Care) against Job Protection Agency job descriptions and classifications; management is using Article 2...right to distribute the assigned work
- High Risk focus of Inspectors – three managers gave updates to MERC on issue of the High Risk Program, which will be an ongoing issue

## **MOTION**

Moved: J. Zaher (L 727)

Seconded: C. Bleich (L 727)

That the MERC file a complaint to OPSEU about the short period assigned to each ministry to deal with issues at the Divisional of 2006.

**CARRIED**

## **ERC TEAM REPORT**

Chair, Patricia Habermann (L 211), Vice-Chair Gibson McIlwrath (L 230) and MERC Member, Jayne McKenzie (L 102) respectively read their section of the MERC Team Report into the minutes – attached.

## **ELECTIONS**

Tom Tangie, OPSEU Staff Rep, reviewed the election procedures prior to conducting the elections at 3:00 pm and Lise Lubera (L 527) and Joe Zaher (L 546) served as scrutinizers for the executive positions and Joe Zaher (L 546) served as scrutinizer for Alternates.

## **MERC Team**

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
R. Hamilton (L604)	P. Habermann (L211)	Stand	<b>Elected</b>
R. Elliot (L101)	G. McIlwrath (L230)	Stand	<b>Elected</b>
J. Zaher (L546)	J. McKenzie (L102)	Stand	<b>Elected</b>
R. Hamilton (L604)	K. Brown	Decline	

## **Chair**

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
R. Hamilton (L604)	P. Habermann (L211)	Stand	<b>Elected</b>
R. Elliot (L101)	G. McIlwrath	Stand	

## **Vice Chair**

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
J. Zaher (L546)	J. McKenzie (L102)	Stand	<b>Elected</b>
R. Elliot (L101)	G. McIlwrath (L230)	Stand	

## Alternates

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
K. Wilson-Piper (L211)	V. Lernell (L527)	Stand	1 <sup>st</sup> Alt.
C. Bleich (L727)	F. Jr. Malette (L446)	Stand	3 <sup>rd</sup> Alt.
K. Brown (L528)	L. Brown (L580)	Decline	
F. Malette (L446)	M. Labelle (L649)	Stand	2 <sup>nd</sup> Alt.
V. Lernell (L527)	K. Wilson-Piper (L211)	Decline	

## **MOTION**

Moved: D. Wilson (L 230)

Seconded: B. Singh (L 585)

To destroy the ballots.

**CARRIED**

## **NEW BUSINESS**

The following issues were raised and a brief discussion ensued:

- Meal Receipts – receipts are required as per the new directive, if members are averse to supplying a receipt then they must file a grievance. Ron Elliot noted there would be too many grievances and a Test Case grievance might be a better way to go.
- Interpretation of the Meals, Travel and Hospitality Directive - The employer to report back at the December CERC re concerns raised by the Union at the October meeting. In the interim, if a receipt is deemed inappropriate, then a grievance should be filed and a copy forwarded to CERC.
- Dietary decisions by the Employer – If a member refused reimbursement for a meal where employer supplied same, i.e. breakfast or lunch at meetings or conferences; please provide details to the MERC team so they can bring the issue to the table.

## **MOTION**

Moved: F. Malette (L 446)

Seconded: M. Labelle (L 649)

To raise the issue of cross appointing MOL inspectors and not other programs under the MOL umbrella and what ramifications would come of not doing what is asked for the cross appointments.

**CARRIED**

**ADJOURNMENT**

**MOTION**

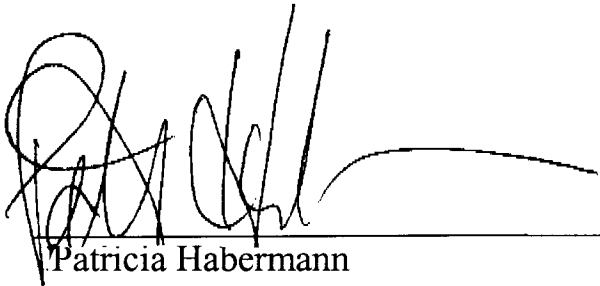
Moved: V. Lernell (L 527)

To adjourn.

**CARRIED**

The meeting adjourned at 4:20pm.

**AUTHORIZED FOR DISTRIBUTION**



Patricia Habermann  
MERC Chair  
Ministry of Labour



Warren (Smokey) Thomas  
President  
OPSEU

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