

**MEMORANDUM**

**TO:** All Presidents and members in Ministry of Government Services  
All Stewards in Ministry of Government Services

**FROM:** Ruth Hamilton, A/ OPS Supervisor

**DATE:** October 29<sup>th</sup>, 2010

**SUBJECT:** Ministry of Government Services  
Divisional Minutes – November 15, 2008

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

Making these available to your delegates and members would be appreciated.

AUTHORIZED FOR DISTRIBUTION: IN SOLIDARITY,



Warren (Smokey) Thomas  
President



Ruth Hamilton  
A/ OPS Supervisor

/pb

att.

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

**MINISTRY OF GOVERNMENT SERVICES  
DIVISIONAL MEETING**

**2008 DIVISIONAL MEETING  
NOVEMBER 15, 2008  
FAIRMONT ROYAL YORK**

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**CALL TO ORDER**

Cheryl Rhodes, MERC Chair, called the meeting to order at 1:09 p.m.

**INTRODUCTIONS**

Cheryl Rhodes, MERC Chair  
Sandra Snider, MERC Vice-Chair  
James Cushing, MERC Member  
Crystal Hiltz, OPSEU Recording Secretary

**ADOPTION OF THE AGENDA**

**MOTION**

Moved: P. Perault (L.362)

Seconded: L. Miller (L.555)

To adopt the Agenda.

**CARRIED**

**ADOPTION OF THE PREVIOUS MINUTES**

**MOTION**

Moved: P. Perault (L.362)

Seconded: L. Ferguson (L.629)

To adopt the minutes of the previous Divisional meeting.

**CARRIED**

**BUSINESS ARISING FROM THE MINUTES**

The following issues were raised and discussed:

- Members request minutes have more detail than just motions.

**MOTION**

Moved: Vicky Brown (L.736)

Seconded: S. Valcourt (L.211)

The 2008 Divisional minutes and all future Divisional minutes include general content such as reports of committees, business arising from previous minutes, new business and general content of the said event intact.

**CARRIED**

### **ERC TEAM REPORTS**

MERC Chair, Cheryl Rhodes distributed the MERC Report.

### **ELECTIONS**

Laurie Chapman, OPSEU Grievance and Inclusions Officer, reviewed the election procedures prior to conducting the elections at 2:42 p.m.

### **MERC Team**

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
L. Duch (L.601)	A. Jennings (L.468)	Stand	
S. Snider (L. 736)	L. Ferguson (L.629)	Stand	<b>Elected</b>
V. Brown (L.736)	S. Snider (L.736)	Stand	<b>Elected</b>
L. Miller (L.555)	G. Patterson (L.555)	Stand	
D. Hay (L.669)	C. Rhodes (L.669)	Stand	<b>Elected</b>
C. Rhodes (L.669)	R. King (L.555)	Stand	
P. Brunet (L.362)	J. Cushing (L.555)	Stand	<b>Elected</b>
N. Faigou (L.212)	N. Sheonarain (L.528)	Decline	
S. Valcourt(L.211)	D. Stapley (L.634)	Decline	

- ♦ Elections were held for positions of chair and vice chair, Chair Nominee Cheryl Rhodes Elected.
- ♦ Vice chair Nominee James Cushing and Linda Ferguson – James Cushing elected.

Chair: C. Rhodes (L.669)  
Vice-Chair: J. Cushing (L.555)  
Member: S. Snider (L.736)  
Member: L. Ferguson (L.629)

### Alternates

<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
D. Bailey (L.362)	Stand	
V. Brown (L.736)	Stand	
D. Stapley (L.634)	Stand	
E. Huitema (L.221)	Stand	3 <sup>rd</sup> Alternate
A. Jennings (L.468)	Stand	4 <sup>th</sup> Alternate
D. Divell (L.508)	Stand	2 <sup>nd</sup> Alternate
R. King (L.555)	Decline	
N. Sheonarain (L.528)	Stand	1 <sup>st</sup> Alternate

Motion was made that the alternates be elected on plurality  
Moved by Cheryl Rhodes (L.699)                      Seconded S. Valcourt (L.211)

### **MOTION**

Moved: P. Perault (L.362)                                      Seconded: S. Valcourt (L.211)

To destroy the ballots.

**CARRIED**

### NEW BUSINESS

The following issues were raised and a brief discussion ensued:

- Use of ASP program as punitive and trying to incorporate into performance and development plans.
- Some worksites are trying to make personal goals for members with health issues, others are not.
- Concerns raised there is little if any development and training made available even if requested in PDLP's.
- The need to monitor vacation policies in Service Ontario.
- Classifications continue to be a concern.

**MOTION**

Moved: E. Huitema (L.221)

Seconded: C. Greely (L.601)

The MERC do a newsletter and/or regular communication (as a minimum after each meeting with the employer) & post on the website.

**DEFEATED**

**MOTION**

Moved: K. Kangas (L.706)

Seconded: P. Prokop (L.314)

OPSEU Central to provide a list of vacant positions obtained from the employer to MERC for the purpose of disclosing to LERCs the vacant positions in their workplaces.

**DEFEATED**

**MOTION**

Moved: E. Huitema (L.221)

Seconded: L. Ferguson (L.629)

Seniority listing for our Ministry be given to Local Presidents.

**DEFEATED**

**ADJOURNMENT**

**MOTION**

Moved: V. Brown (L.736)

Seconded: L. Ferguson (L.629)

To adjourn.

**CARRIED**

The meeting adjourned at 4:30 p.m.

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AUTHORIZED FOR DISTRIBUTION:



Cheryl Rhodes  
MERC Chair  
Ministry of Government Services



Warren 'Smokey' Thomas  
President  
OPSEU

/ch

No attachments.

# MGS MERC TEAM REPORT 2008

## OPSEU Team

**Cheryl Rhodes – Co-chair**

**Sandra Snider – Vice-chair**

**James Cushing**

**Spencer Mitchell**

**Marg Simmons – Job Security Officer**

The past two years has seen unprecedented change in Government Services. When your MERC team was elected 2 years ago we had 4300 OPSEU members now it is has increased to approximately 6000. The Employer has increased the pace of transferring all services under the MGS umbrella. Members from Transportation, Health, Finance/Revenue, plus various ministries are being pulled into ITS and Service Ontario.

We are trying to ensure the new members transferred in have Health & Safety and LERC Committees functioning in the workplace. When we receive disclosure your team investigates along with the local reps in the impacted area to gain a better understanding of what is happening. We would like to thank the local presidents/activists for all the help that they have provided us in developing strategies to better protect our members.

Our strength will be in continuing to work together to ensure committees are working properly in all areas of the ministry. We are currently working with the management MERC team to re-establish our LERC training module. The current generic central training isn't specific to our ministry and doesn't include the administrative aspects of running a successful LERC. We will be working with you to coordinate LERC training where it is needed.

## ITS

We had the migration of 1400 staff into MGS Sept 07. With the migration along came the issues:

### Classifications

We had a major win in this area by negotiating with the employer to have 186 members reclassified to SO3 from SO1/S02 with retro back to Sept 04/07 (side note we still have issues on how the retro was paid to some of our brothers and sisters after tabling this with employer, grievances have been filed on this issue.)

### Headquarter moves less then 40 kms. within the GTA

This has been an on going battle with the employer on these issues. We need you, to give us info so we can try and stop these moves.

### Kingston Card Production Unit

This unit was privatize 30 staff choose to stay with the OPS we have placed 15 members in permanent position and we have 15 members

are currently on secondment awaiting fulltime placements, there still is work to be done. The employer is not being cooperative and wishes to disband the sub committee.

## **Service Ontario**

This has been a very busy section of our Ministry. In this section of the Ministry we had a transfer in of over 1500 staff from different Ministries with all different classifications ( OAD 8,9,10 etc). We have made some in roads on the classifications issues but there is still a lot of work to be done in this area.

### **Service Ontario Counters**

Issues we have with the service Ontario counters, classification, and the blending of Land Registry Offices with Service Ontario Counters. The Employer's solution is to have a blended position.

### **Office of Register General**

It started with the closing of 900 Bay Street and the redeployment of staff to the call centre at 5775 Yonge St. We have been trying to get the employer to see the light on the classification issue within this area but we have not had much success in this area. We need more information on what you do and how you do it.

### **Land Registry Offices:**

We have issues with the consolidation of Land Register Offices with Service Ontario Counters, and the backup of employee when on breaks, lunch etc. This is a classification issue we have told the employer that the Land registry people should be reclassified to OAG 9 to be the same as the Service Ontario Counter classification. The Employer has created a blended position to address this issue. We the MERC Team do not believe this is the answer to the problem. We feel that they should be classified as OAG 9's

## **Ontario Shared Services**

### **GASDB**

Had two members who were placed thru corporate redeployment there were issue with both assignments.

### **Print Shop GASDB**

This section was closed completely down we the MERC Team negotiated with the employer placements for all the surplus people who decided to stay employed with the OPS

### **Enterprise Financial Service Division**

Besides the name change there has been the surplus of 35 staff in this area the MERC Team negotiated an agreement to prevent

members from being laid off. We have filed a bargaining in bad faith grievance against the employer.

Providing us continued support and keeping your MERC team informed of issues in your workplaces will help us protect our members. The employer's centralization agenda is full steam ahead into the implementation stage. Our communication strategies will help us to deal with adverse impacts in a pro- active way. Collectively we are up for the challenges.

**In Solidarity**

**Your MGS MERC TEAM**