

**MEMORANDUM**

**TO:** All Presidents and members in Ministry of Finance  
All Stewards in Ministry of Finance

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

**DATE:** October 29, 2010


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

---

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 FINANCE  
DIVISIONAL MEETING**

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

---

**CALL TO ORDER**

Karrie Ouchas, MERC Chair, called the meeting to order at 1:20 pm.

**INTRODUCTIONS**

Karrie Ouchas, Chair  
Lorne Woodhouse, Vice-Chair  
Art Slade, Member  
Moira Cowan, L. 105  
Deborah L. Riopelle, L.154  
Carol Coates, L.340  
Betty Ev Marchegiano, L.340  
Teresa M. Rolls, L.340  
Dave Loeffen, L.340  
Laura Lefebvre, L.340  
Rhonda Weagle, L.340  
Bryan H. Adderley, L.446  
Brenda B. Morris, L.546 (ALTERNATE)  
Vito Trentadue, L.546  
Fabienne Bautista, L.546  
Edward Martin, L.599  
Sonia Salama, L.599 (OBSERVER)  
Benjamin Ng, L.599  
Sal M. Santos, L.599  
Ruth Hamilton, OPSEU Negotiator  
Francesca Sinicropi, Recording Secretary

**ADOPTION OF THE AGENDA**

**MOTION**

Moved: D. Loeffen (L.340)

Seconded: D. Riopelle (L.154)

To adopt the Agenda.

**CARRIED**

## **ADOPTION OF THE PREVIOUS MINUTES**

### **MOTION**

Moved: S. Santos (L.599)

Seconded: M. Cowan (L.105)

To adopt the minutes of the previous Divisional meeting.

**CARRIED**

## **ERC TEAM REPORTS**

MERC Chair, Karrie Ouchas distributed the MERC Report (attached).

The MERC Team spoke on the following topics:

- The motion to stop corporate tax divestment was unsuccessful
- MOF file review subcommittee status
  - terms of reference
- Outstanding grievances
- New and revised job postings
  - BUI
- 34 unclassified conversions since Nov 2006
- CTAR OCCS
- Classification
  - Joint System Subcommittee
- Insurance act changes, automobile liability
- LERC training, joint training
- Security checks
  - Any new agreements or amendments to programs currently partnered with revenue agency will undergo security checks
- Transfer of services MOF/MOR to MGS
- Send LERC minutes/action form to job security officer
- 2008 OPS bargaining
  - All LERC and other committees are to stand down during bargaining
  - Will seek approval from OPS bargaining team to continue with CTAR OCCS.
  - Health & Safety is an exception and can continue through bargaining
- Health & Safety
  - Guidelines for first aid training, ministry of vehicles
  - Policy- emergency first aid kits in all vehicles for users of MOF/MOR vehicles
  - Violence in workplace
  - Incident reporting
  - Common service standards



**MERC TEAM - 1<sup>st</sup> ballot**

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
D. Riopelle (L.154)	M. Cowan (L.105)	Stand	<b>Elected</b>
F. Bautista (L.546)	Lorne Woodhouse (L.546)	Stand	
L. Woodhouse (L.546)	Karrie Ouchas (L.340)	Stand	
B. Ng (L.599)	Edward Martin (L.599)	Stand	
C. Coates (L.340)	Betty Marchegiano (L.340)	Stand	

**MERC TEAM - 2<sup>nd</sup> ballot**

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
F. Bautista (L.546)	L. Woodhouse (L.546)	Stand	
L. Woodhouse (L.546)	K. Ouchas (L.340)	Stand	
C. Coates (L.340)	B. Marchegiano (L.340)	Stand	

**MERC TEAM - 3<sup>rd</sup> ballot**

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
F. Bautista (L.546)	L. Woodhouse (L.546)	Stand	<b>Elected</b>
L. Woodhouse (L.546)	K. Ouchas (L.340)	Stand	

**MERC ALTERNATES - 1<sup>st</sup> ballot**

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
M. Cowan (L.105)	D. Riopelle (L.154)	Stand	
C. Coates (L.340)	B. Marchegiano (L.340)	Stand	
L. Woodhouse (L.546)	K. Ouchas (L.340)	Stand	<b>1<sup>st</sup> Alternate</b>
B. Ng (L.599)	S.. Santos (L.599)	Stand	
F. Bautista (L.546)	E. Martin (L.599)	Stand	<b>2<sup>nd</sup> Alternate</b>
L.Lefebvre (L.340)	R.Weagle (L.340)	Stand	

**MERC ALTERNATES - 2<sup>nd</sup> ballot**

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
M. Cowan (L.105)	D.. Riopelle (L.154)	Stand	
L. Lefebvre (L.340)	R. Weagle (L.340)	Stand	<b>3<sup>rd</sup> Alternate</b>

**MOTION**

Moved: M. Cowan (L.105)

Seconded: K. Ouchas (L.340)

To destroy the ballots.

**CARRIED**

**NEW BUSINESS**

The following issues were raised and a brief discussion ensued:

- Kilometric rate and meals should be tied to the treasury report

**MOTION**

Moved: A. Slade (L.340)

Seconded: M. Cowan (L.105)

That the MERC Team advise the Employer that the team is not in agreement to combine H & S issues with regular MERC agenda items; and,

Be it further resolved that the MERC Team continue addressing H & S items status quo.

**CARRIED**

**MOTION**

Moved: E. Martin (L.599)

Seconded: B. Adderley (L.446)

That kilometric rates be tied into Federal Treasury Board guidelines.

**AMENDMENT CARRIED**

**ADJOURNMENT**

Moved: B. Adderley (L.446)

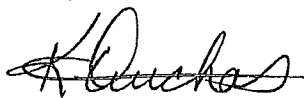
Seconded: D. Loeffen (L.340)

To adjourn.

**CARRIED**

The meeting adjourned at 3:55pm.

AUTHORIZED FOR DISTRIBUTION:



---

Karrie Ouchas  
MERC Chair  
Ministry of Finance

---

Warren (Smokey) Thomas  
President  
OPSEU

/fs

ATTACHEMENTS (1)



OPS Divisional Meeting 2008  
Ministry of Finance/Revenue  
Enforcement & Renewal Committee

## REPORT

This report highlights some of the issues that were dealt with by the parties at the following meetings;

February 21, 2007  
May 16, 2007  
August 15, 2007  
November 21, 2007

Minutes of these meetings were posted to OPSEU's website and the Ministry of Finance/Revenue Intranet.

**Unclassified Conversions-** There was a total of 10 unclassified conversions in the Ministry of Finance reported to the MERC at the meetings held in 2007.

**Article 1.4-** As a result of new language in the Collective Agreement, the employer is now obligated to provide all new and revised job descriptions to the Union through the MERC. The MERC team is responsible for reviewing job descriptions and identifying inconsistencies and or bargaining unit Integrity Issues with OPSEU's Inclusion Officer.

The following is information was received for the meetings held in 2007;

Total positions created or reclassified are	274.
OPSEU Positions	46
AMAPCEO Positions	96
MCP/Excluded.	132

**LERC Training-** Additional conflict resolution training was provided to support a LERC. Interest Based Problem Solving Training which was facilitated by Leslie McLeod was provided to LERC Co-Chairs on May 30, 2007. CERC has created a ERC Best Practices and Procedures Joint training. This training was offered to In order to participate in joint training a request must be made by the entire committee and sent to the corporate Staff Relations Officer. The parties recognized that as a result of Labour Relations and ERC training provided to local management and union representatives, there was a reduction in the number of grievances filed.

**CTAR/OCCS Working Group-** Union Members of the group were Kathleen Demareski, Leo Herskovits and Betty Marchegano. Staff assigned was Terry Baxter and Marg Simmons. The group met regularly with the employer representatives to discuss issues of mutual concern regarding the move to a single corporation's tax administration. On December 13, 2006 the parties signed a Workforce Adjustment Measures Memorandum of Agreement which allows potentially job threatened members the opportunity to laterally move to other positions in the Ministry of Finance/Revenue. The parties agreed to add positions to the agreement as they are identified as a 'match'. The parties also signed an additional agreement which afforded an enhanced severance to members who were given a Canada Revenue Agency (CRA) job offer. The enhanced severance monies would be paid out if the OPSEU member elected to leave the Government of Ontario and work for the Federal Government. As well, the parties agreed to discuss ways to mitigate the impact to Ontario Child Care Supplement members as per the budget announcement on March 22, 2007.

**Ministry File Review Committee-** The delegates to the OPS Divisional meeting held November 2006 endorsed the concept of a new sub-committee which would be established to review grievances filed in the Ministry of Finance/Revenue. The committee met on a regular basis and reviewed 242 grievances. The sub-committee was successful in identifying that a number of issues had been resolved, closed, withdrawn or settled. The total number of issues effectively dealt with at the six month mark was 155. Therefore the common list was reduced to 87 issued filed as grievances by individual members.

**Changes to the Insurance Act-** (This item was originally referred from Local 599 and then referred to CERC for resolution.) The employer (MGS) announced that employees are to rent vehicles and make sure that they list the renter as Her Majesty the Queen followed by the name of their Ministry. As of April 1, 2007 the employer's (MGS) auto liability coverage is \$5 million and non-owned auto liability is also. The employer is liable first, followed by the employee. The employee's policy is exposed if the judgment is over \$5 million. The employer confirmed that if a judgment against an employee exceeds the government's automobile policy limit with respect to the issue of payment alone, the government will pay amounts in excess of its auto insurance policy.

**Thank you from the bottom of our hearts.** It has been a rewarding and enriching experience representing the members from the Ministry of Finance/Revenue. We would like to express our sincere gratitude to each and every activist. We appreciate that you give tirelessly of your time, experience, patience and compassion. It has been a pleasure to work with all of you.

In solidarity

**Kathleen Demareski, Leo Herskovits and Maurice Gabay**