

MEMORANDUM

OPSEU



SEFPO

Syndicat des Employé-e-s
de la Fonction Publique
de l'Ontario

TO: All Presidents with members in the Ontario Human Rights
Commission

All Stewards in the Ontario Human Rights Commission

FROM: Terry Baxter, OPS Supervisor/Negotiator

DATE: December 5, 2006

SUBJECT: **Ontario Human Rights Commission
ERC Minutes – December 5, 2006**

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

Please post or otherwise make them available to the members in your workplaces.

Also attached is a MERC referral form which should be used when referring unresolved local issues to the ministry level. The referral should be sent care of the Job Security Unit with all the supporting documentation, (e.g. minutes, correspondence, etc.), with any referrals.

PLEASE NOTE: THESE MINISTRY MINUTES WERE PREPARED BY THE EMPLOYER.

AUTHORIZED FOR DISTRIBUTION:

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Leah Casselman
President

/jm
att.

cc: MERC Chairs
Ministry ERC

Terry Baxter
OPS Supervisor/Negotiator

MINUTES

ONTARIO HUMAN RIGHTS COMMISSION

MINISTRY EMPLOYEE RELATIONS COMMITTEE MEETING (MERC)

December 5, 2006, 9:30am to 12:30pm
31 Wellesley, Boardroom C, 2nd floor, Toronto, Ontario

For the Union:

Cheryl Gaster (Co-Chair)*
Ali Ahmad
Geanine Sibblies
Jessica Reynolds
Judith Marion (OPSEU Job Security)

For the Ministry:

Karen Pereira (Co-Chair)
John Dorion (Recorder)
Neil Edwards
Nancy Austin
Lisa Gold (HR Resource)

Regrets:

Rose Tassone
Jo-Anne St-Onge

Guests:

Barb Ross

*Meeting chair

Date item tabled	Agenda Item	Follow up action
Oct. 12, 2006	<p>1. Adoption of MERC minutes</p> <p>Previous minutes to be adopted.</p>	<p>Management and Union will schedule time to discuss this issue. (Feb 2 and Jun 26) Co-chairs to meet separately to review the minutes</p>
New Items:		
Dec 6, 2006	<p>1. MERC advised revised membership</p> <p>Cheryl Gaster--chair Ali Ahmad Jessica Reynolds Jo-Anne St. Onge Geanine Sibblies</p>	<p>Union chair presented new members and changes. Mgt congratulated new members</p>
Dec 6, 2006	<p>2. OAG 8 performing work of Team Lead</p> <p>MERC receiving complaints that bargaining unit members in the scheduling positions (OAG 8s) are now doing the duties of the Team Lead in addition to their own. Union reports this as a workload issue and is in violation of the collective agreement.</p>	<p>The solution was discussed. It is noted that in future issues will be discussed with manager first.</p>

<p>Dec 6, 2006</p>	<p>3. Complaints from staff in investigation branch about requesting vacation time</p> <p>MERC has received complaints from investigation officers that their new manager is requiring them to 'make a case' for their vacation time prior to granting approval. Union sees this as a violation of the collective agreement.</p>	<p>Mgt will investigate and provide a respond to the co chair as soon as possible with a clarification on vacation requests and sick leave.</p>
<p>Dec 6, 2006</p>	<p>4. Set up of Reasonable Efforts Committee</p> <p>Union requested a reasonable efforts committee be formed with a potential of merging transition and reasonable efforts committee.</p>	<p>Mgt wishes to take the issue and consider it. A meeting will be held in early January, with members and mandate to be determined.</p>
<p>Dec 6, 2006</p>	<p>5. Job descriptions of OPSEU bargaining unit positions</p> <p>OPSEU is requesting that management provide job descriptions for all OPSEU bargaining unit positions before the middle of December 2006. Job descriptions, unclassified employees list and their start dates and seniority list are requested</p>	<p>Mgt will provide by 3rd week of December, 2006</p>

<p>Dec 6, 2006</p>	<p>6. Attendance at all staff meetings</p> <p>OPSEU is requesting that in the future all staff meetings pertaining to Bill 107, Commission reform/restructuring be done with the option available for all teleworkers to physically be present for these meetings.</p> <p>OPSEU request that management inform us of their willingness to provide this option to teleworkers prior to the next all-staff meeting at which the Commission's future is discussed.</p>	<p>Attendance in person in Toronto by staff at all staff meetings will be determined on a case-by-case basis.</p> <p>Our goal is to have all staff be given the option to attend on Bill 107 meetings.</p>
	<p>7. Reminder: Next MERC dates to be scheduled</p>	<p>January 17, 2006 9:30-12:30 at OHRC February 21, 2006 9:30-12:30 at Union Office March 21, 2003 9:30-12:30 at OHRC</p> <p>And every 3rd Wednesday of every month thereafter with alternating location</p>
<p>Standing Items:</p>		

Feb. 2, 06	<p>1. OHRC Transition and Status Update</p> <p>Management indicated that no additional information is available on Bill 107. The Attorney General has asked the Chief Commissioner for the Commissioner's views on Bill 107. Their position is based on the Paris Principles.</p> <p>3rd reading done Dec 4, 2006 Vote on Bill 107 Dec 5, 2006 Legal Services Centre will need to be established</p> <p>General discussion followed on challenges and options for supporting all staff</p>	Mgt. provided update.
Oct. 12, 06	<p>2. Strategic Planning</p> <p>Will begin again in January in context of Bill 107 and transition. Still anticipate an open planning process.</p> <p>Mgt states there are no pilots with the Tribunal at this time.</p>	Mgt. Updates
Business arising from previous meetings:		
Oct. 12, 06	<p>1. Staff Making Presentations at Justice Policy Committee</p>	Remove from Agenda

Oct. 12, 06	<p>2. Information Regarding Changes to the Investigator's Duties</p> <p>Mgt response is that there are no new duties, rather placing different focus on existing processes.</p> <p>Observation made about changes in mediation process. Mgt will collect information and get back to Union</p> <p>To become a standing item</p>	
Oct. 12, 06	<p>3. Clarification on New Travel Directive</p>	<p>Mgt response is that we are unaware of any issues. Updated MGS Qs&As and MAG's travel tips will be sent to staff.</p>
Feb. 2, 06	<p>4. Transition from LERC to MERC</p> <p>Management indicated that the MERC management representatives are being reviewed.</p>	<p>Management to determine MERC management representatives once MERC terms of reference are finalized.</p>
Feb. 2, 06	<p>5. MERC Terms of Reference</p> <p>Union provided feedback to the draft proposal.</p>	<p>Mgt to review and respond.</p>

Feb. 2, 06	6. MERC Referral Forms	Parties discussed options and agreed to Pre-MERC conference call to be put into place for discussion on agenda items. Dates to be set.
Feb. 2, 06	7. 18-Month Contract Conversion	Remove from agenda.
Feb. 2, 06	8. Expression of Interest Union asking for more developmental opportunities in the expression of interests.	Mgt recognizes change needs. All expressions of interest will be considered on a case-by-case basis.
Feb. 2, 06	9. Research Conducted by Kirk Moss	Management will try to provide response prior to the next meeting.

Jun. 26, 06	10. Reception Area Concerns Union reports still having over crowding issues.	Mgt to check with building mgt to see if reception door can be left open. Mgt will ask investigators to stagger start times and mediation to smooth out start times
Jun. 26, 06	11. Ordering Supplies Management is reviewing centralizing the function within a position to order supplies for all of MIB staff. Issue is targeted to be resolved by December 2006.	No new update.

Next meeting Dates:

January 17, 2006 9:30-12:30 at OHRC
February 21, 2006 9:30-12:30 at Union Office
March 21, 2003 9:30-12:30 at OHRC

And every 3rd Wednesday of every month thereafter with alternating location

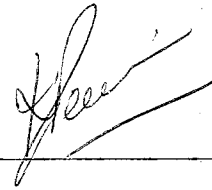
For the Union:

For Management:



OPSEU Co-Chair

Date: December 5, 2006



Management Co-Chair

Date: December 5, 2006
