

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: October 16, 2006

SUBJECT: **Ontario Human Rights Commission
ERC Minutes – October 12, 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.

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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)

October 12, 2006

180 Dundas Street West, Toronto, Ontario

For the Union:

Ali Ahmad (Facilitator)
Cheryl Gaster
Paul Richards
Judith Marion (OPSEU Job Security)

For the Ministry:

Karen Pereira (Co-Chair)*
John Dorion
Richard Novak (HR Resource)
Neil Edwards
Rose Tassone (Recorder)

Regrets:

Jessica Reynolds (Co-Chair)
Jo-Anne St-Onge

Guests:

N/A

*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.</p>
New Items:		
Oct. 12, 2006	<p>1. Staff Making Presentations at Justice Policy Committee</p> <p>Issue of whether staff can present to Justice Policy Committee regarding Bill 107 without limitations or repercussions. The response is that the issue will be dealt with by Management Board and President Leah Cassleman. Management position was outlined in a memo from Nancy Austin. Memo to be attached.</p>	

<p>Oct. 12, 06</p>	<p>2. Strategic Planning</p> <p>Management reported that Kevin Marsh was hired to lead the strategic planning process. The process will begin once the Commissioner's are trained.</p> <p>Strategic planning is required to plan for the next 3 years. The mandate will be shared once it is developed. Updates will be provided as they are available. We anticipate an open process.</p> <p>Union raised a question about a possible pilot project at the Tribunal where the Commission is transferring cases to the Tribunal that have not yet been investigated. Management responded that any discussions of this pilot would be in the context of Bill 107 transition if passed and that the provisions of the collective agreement would apply. There is no pilot on this issue at the Tribunal at this time.</p>	<p>To be a standing item.</p>
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<p>Oct. 12, 06</p>	<p>3. Information Regarding Changes to the Investigator's Duties</p> <p>Management has requested information from the Union on this topic prior to discussion at the next meeting.</p> <p>Union indicated that some investigators have raised concerns that their job duties are changing i.e. are asked to do less investigation and more conciliation and fact finding meetings.</p>	<p>Management to respond.</p>
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Oct. 12, 06	4. Clarification on New Travel Directive Union asked for clarification on meal allowances. Question raised, for a full day of meal claim employees can allocate \$40 among the three meals, with a suggested cap of \$20 for a single meal. If an employee selects to have an inexpensive breakfast and a more expensive dinner and remain within the \$40 limit will managers approve the claim?	Management to provide a response.
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Standing Items:

Feb. 2, 06	1. OHRC Reform 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. Union has requested an updated position regarding the Commissioner's views on Bill 107.	Management will convey request to the Commissioners.
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Business arising from previous meetings:

Feb. 2, 06	1. Transition from LERC to MERC Management indicated that the MERC management representatives are being reviewed.	Management to determine MERC management representatives once MERC terms of reference are finalized.
Feb. 2, 06	2. OHRC Organization chart Management submitted list. Remove from agenda	

<p>Feb. 2, 06</p>	<p>3. MERC Terms of Reference</p> <p>Management provided feedback to the draft proposal.</p> <p>Union to review and respond. Union to canvass caucus time from members and to provide management Co-Chair who will contact managers.</p>	<p>Union to review and respond.</p>
<p>Feb. 2, 06</p>	<p>4. MERC Referral Forms</p> <p>The Union indicated that the referral form has become a barrier to discussion of the issues and is not useful.</p> <p>Management has suggested that Union consider the genesis of the form and the goal it was trying to achieve. Union and management to brainstorm and bring forward options.</p>	<p>Union and management to brainstorm and bring forward options.</p>
<p>Feb. 2, 06</p>	<p>5. 18-Month Contract Conversion</p>	<p>Union to provide additional information.</p>
<p>Feb. 2, 06</p>	<p>6. Expression of Interest</p> <p>Management requesting additional information.</p>	<p>Union to respond.</p>

<p>Feb. 2, 06</p>	<p>7. Research Conducted by Kirk Moss</p> <p>Deferred.</p>	<p>Management to respond.</p>
<p>Jun. 26, 06</p>	<p>8. Reception Area Concerns</p> <p>Management indicated that future plans are to move reception for mediation meetings to the 6th floor. In the interim, human rights officers are asked to attend reception as soon as they are notified by reception. Mediation start times have also been staggered to deal with issue.</p>	<p>Updates as required.</p>
<p>Jun. 26, 06</p>	<p>9. Ordering Supplies</p> <p>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.</p>	<p>Updates as required.</p>

For the Union:

for P. Richards
Jessica Reynolds
OPSEU Co-Chair

Date:

October 12/2006

For Management:

[Signature]
Management Co-Chair

Date:

Oct 12, 2006