

The following is a joint communiqué from Terry Baxter, Chief Negotiator, OPSEU and Peter Inokai, Executive Lead, Transition Management Office, Ministry of Training Colleges and Universities.

This document explains the details of an agreement reached between OPSEU and the Ministry whereby Industrial Training Officers 2 (Training Consultants) of the Labour Market and Training Division (LMTD) will be reclassified to the Community Development Officer 3 level on October 1, 2007.

Current classified Training Consultants (ITO 2) will receive a one time payment of \$750.00 by December 31, 2006.

The Ministry will further conduct a review of all OPSEU classifications within the division by December 31, 2008.

**To:** All Staff  
Labour Market and Training Division  
Ministry of Training, Colleges and Universities

**Date:** December 15, 2006

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On behalf of the Ontario Public Service Employees Union (OPSEU) and the Ministry of Training, Colleges and Universities (MTCU), we are pleased to advise all OPSEU staff of MTCU of the details of an important agreement reached by OPSEU and MTCU which will impact OPSEU staff in the Labour Market and Training Division (LMTD) of MTCU. This agreement addresses a long-standing grievance between the parties with respect to the classification of Training Consultants and highlights a commitment to all other LMTD staff to arrive at a job classification that supports the vision of Employment Ontario. Overall, this agreement addresses the need of the MTCU to move forward in providing the necessary skills training and employment programs to Ontarians.

Since the signing of the LMDA confirmed the future expansion of the LMTD, there has been a close collaboration between OPSEU and MTCU to support the vision and development of what is now Employment Ontario. As part of that process, OPSEU raised a serious concern with the Ministry with respect to the classification of Training Consultant (Industrial Training Officer 2) positions. This issue is long-standing and was the subject of an on-going grievance that had yet to be resolved. When the Ministry announced the classifications of transferring positions, the issue of classification equity between Training Consultant positions and Programs Officer positions came to the fore.

OPSEU and MTCU began discussing the issue to see if some positive resolution could be reached that would meet the needs of staff, OPSEU and the Ministry. The agreement that has been reached is the product of those discussions. The highlights are as follows:

- Integration of the jobs of Training Consultants and Programs Officers will be completed by October 1, 2007. Training will be provided and Training Consultants will be classified as Community Development Officer 3 on October 1, 2007. This provision allows the Ministry to move forward in the key service delivery area with an ability to streamline roles and offer the necessary complement of skills training and employment programs to Ontarians. It also results in a significant reclassification for Training Consultants, a substantial pay increase in less than one year and movement up the pay grid over time.
- Current classified Training Consultants (ITO-2) will receive a one-time payment of \$750.00 by December 31, 2006. This provision provides tangible and immediate financial recognition for Training Consultants to assist in the transition as we work towards the reclassification in October (note: this payment does not represent pensionable earnings).
- The Ministry will conduct a review of all classification levels for all OPSEU positions within the LMTD by December 31, 2008 to arrive at a classification

system that supports the vision of Employment Ontario. The thoroughness of this review will generate the information needed to align the duties and responsibilities of each position to the most appropriate OPS classification. In doing so, OPSEU will withdraw the current Training Consultant classification grievances and will not file classification complaints with the Ministry during this time. There is recognition of the need to review internal classification consistency issues for all positions. There was recognition that the Ministry will need some time to more fully understand how both the work being transferred and existing work aligns with the vision of Employment Ontario. The parties have agreed to a timeframe that will allow MTCU to plan and execute this review.

This agreement has been reached in good faith by both OPSEU and MTCU and seeks to strike a balance between our needs. We are both pleased that this agreement continues a positive relationship between our organizations and look forward to working together in the future as the Ministry builds Employment Ontario.

The agreement will be made available shortly on the LMTD website. If you have any questions, please contact your manager and/or your local OPSEU representative.



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