



Ontario

Ministry of the Attorney
General

Ministère du Procureur
général

Court Services Division
Corporate Planning Branch

Division des services aux tribunaux
Direction de la planification interne

Ontario Public Service Employees Union

OPSEU



SEFPO

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

MEMORANDUM

To: All Court Staff
Court Services Division

From: Ministry of the Attorney General
Ontario Public Service Employees Union
Management Board of Cabinet

Date: March 31, 2005

Subject: Workforce Revitalization Project
Appendix 25 Committee

We are writing to you to provide a status update on the Workforce Revitalization Pilot Project, which ran from October to December 2004 at the College Park and Newmarket Courthouses.

The Pilot Project was a joint effort between the Ontario Public Service Employees Union (OPSEU), Management Board of Cabinet (MBC) and the Court Services Division of the Ministry of the Attorney General (MAG). The purpose of the Workforce Revitalization initiative is to address what the parties collectively recognize as a long-standing issue in the Court Services Division regarding the unclassified status of a majority of the court support workforce. The initiative sought to explore models for establishing flexible, part-time classified court support positions.

The Pilot Project specifically involved the creation and testing of tracking and management systems to determine whether the Court Service Division could manage the scheduling and assignment of staff within a classified part-time, annualized-hours model.

Since the objective of the Pilot Project was to determine whether the Court Services Division had the capability to track and manage staff hours under this new staffing model, during the Pilot, all work-related policies and practices remained status quo. Staff in the two sites continued to receive their current entitlements as per Article 31 (Unclassified Employees) of the Collective Agreement.

During January 2005, an evaluation of the Pilot Project's systems and processes was conducted. The evaluations determined that overall the key stakeholders - managers,

employees, and the Local Employee Relations Committee (LERC) - were very supportive of the initiative. While both Pilot sites determined that it was feasible to schedule staff to pre-determined annual hour categories, the evaluation reports also indicated that the management tool used to track and manage staff hours under the annualized model, needed to be more robust.

While the parties are jointly encouraged by the findings of the Pilot Project, it is acknowledged that the feasibility of implementing the model on a permanent basis throughout the province is dependent upon a system that can properly track and manage staff hours. The Court Services Division is in the process of developing an enhanced attendance-tracking tool, which would include additional features as identified in the evaluation reports.

During the course of the Pilot Project, OPSEU, MBC, MAG – Court Services Division and Human Resources Branch continued discussions around collective agreement entitlements for court support staff. However, in light of the existing collective bargaining schedule between the parties, the outstanding issues of the Workforce Revitalization initiative will be transferred to the central table to be negotiated in collective bargaining.

We appreciate and value the feedback and contributions from employees and managers during this Pilot Project.

Should you have any questions, we encourage you to speak to your Manager of Court Operations, your supervisor, your local union representative, Ministry Employee Relations Committee (MERC) Co-Chair, Julie Weber or OPSEU Job Security Officer, Allison Kabayama.

Original signed by _____

Mike Uhlmann, Manager of Workforce Planning
Court Services Division

Original signed by _____

Allison Kabayama, OPSEU Job Security Officer

Original signed by _____

Julie Weber, Co-Chair, MERC, Ministry of Attorney General

- cc. Debra Paulseth, ADM, Court Services Division
Gayle Fisher, ADM, Employee Relations Division
Elizabeth McKnight, Director, OPSEU Negotiations
Janis Bartley, Director, Employee Relations Division
Sandra Wain, Director, Corporate Planning Branch
Karen Pashleigh, Director, Human Resources Branch, MAG
Leah Casselman, President, OPSEU
Terry Baxter, Chief Negotiator, OPSEU
Members, MAG MERC