

MEMORANDUM

OPSEU



SEFPO

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

TO: All Presidents with members in the Ministry of Economic
Development & Trade

All Stewards in the Ministry of Economic Development & Trade

FROM: Terry Baxter, OPS Supervisor/Negotiator

DATE: March 20, 2006

SUBJECT: **Ministry of Economic Development & Trade
ERC Minutes – November 28, 2005**

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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cc: MERC Chairs
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Terry Baxter
OPS Supervisor/Negotiator

MINISTRY OF ECONOMIC DEVELOPMENT AND TRADE
MERC MEETING MINUTES
Monday, November 28, 2005
3rd Floor Boardroom, Human Resources Branch
900 Bay Street, Toronto

Present:

Ministry

Dan Gordon, Co-chair
Dan Keating

OPSEU

Ron Langer, Co-chair
Diane Pelletier
Sandra Harper

Haran Thurairasah - Guest


Fred Sheehy, Vice-Chair – Regrets

ITEM	DISCUSSION
A. Business Arising	Minutes of the June 8, 2004, meeting were approved.
B. Standing Items	
1. Active Surplus	None.
2. VEO	Employer confirmed that no employees are registered.
3. Long Term Temporary Assignments	Employer to provide a report at next meeting.

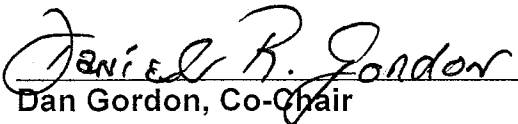
ITEM	DISCUSSION
4. Vacancy Report	Employer provided.
5. Ontario Works	Employer advised that there is currently one Ontario Works assignment in HR that works 2 days per week.
C. New Business	
1. Successor Rights	<p>The Union indicated that the tone of the discussion at the CERC table is improving. The parties are optimistic that improvements will occur at all MERC's.</p> <p>The Union raised the issue of Successor Rights and the fact that Dalton McGuinty had promised to reinstate these rights during the election campaign of October 2003 and that he has not kept his promise to date. The Employer stated that they can only act under direction from MGS. The Union advised they would be writing to the Deputy Minister on this issue. The Employer Co-Chair asked to be copied.</p>
2. Unclassifieds	<p>The Union requested a list of unclassifieds as the new language in the Collective Agreement requires the Employer to reduce their numbers. The Employer provided a list of 28. The Union advised that the total number of bargaining unit employees of July 12, 2005, is 224. Based on this the unclassified rate as a percentage of bargaining unit employees is estimated at 12.5%.</p> <p>Employer to follow-up on the conversion status of AY as per Article 31.15.</p>
3. Mileage Rate	<p>The Union raised the issue of mileage rates. A mileage rate formula was raised during bargaining and rejected by the Employer. The Employer has the ability to raise the rates. Accordingly OPSEU is advising its members to refrain from using personal vehicles until mileage rates are at an acceptable level. The Employer reminded the Union that some staff were benefiting from filing a tax loss form T2200 with CCRA and HR Facilities Branch was assisting in the completion of these forms.</p>
4. Meal Rates	The Union raised the issue that \$34 per day for meals is insufficient and requested that the

	Employer refer this matter upwards. The Union stated that improvements to both the mileage and meal rates would be beneficial to both bargaining unit and management.
5. Schedule 6 Overtime	The Union wants the Employer to ensure that all are aware that Schedule 6 employees are now entitled to an hour for each hour of overtime worked to 44 hours and then time and half beyond 44 hours.
6. Workload Issues	The Union stated this arose as the number one concern amongst OPS employees during a recent survey. Discussion ensued. Employer stated individual workload issues should first be addressed with ones respective manager.
7. Rebuilding Public Services	The Union stated that at the contract signing on June 30, 2005, MGS pledged to Rebuild Public Services, as is OPSEU's campaign theme. The Union asked the Employer, what the plan is. The Employer responded that they take their direction from MGS.
8. Health and Safety Committee 900 Bay Street	Union confirmed Haran Thurairasah as its health and safety representative. Haran Thurairasah to confirm that Julia Naczynski is still interested in being a representative and then contact Margaret Gilbey-Hart directly to determine Employer representatives and to arrange a meeting.
9. Compressed Work Week Agreements	The Union advised of a change in their CWW procedures. The Employer advised there are no CWW's in MEDT.
10. Ministry Reorganization	Subsequent to the initial reorganization information released, MRI was created and the majority these positions have now been transferred there and will not be bargaining unit. Trade and Investment received one or two positions. Employer to ascertain where these are bargaining unit.
11. Hiring Freeze	Employer confirmed that there are permanent staffing controls in place and the Deputy Minister must approve all hiring.
12. Position Status	The Union referred to an email announcement indicating that a bargaining unit member was doing three jobs simultaneously. The Union expressed concern about a member doing more than one job, workload, stress, perception, and client service issues. The Employer apologized and indicated that this circumstance should not have occurred and has been resolved.
13. OAG 8 Kitchener	Union enquired as to the status of this position. Employer confirmed position is now vacant and a determination is presently being made as to its status.
14. Lateral Transfers	The Union encouraged flexibility and latitude with respect to lateral transfers. Management to consider each request to transfer as per Article 6.6.1 on its own merits.

15. COBRA Program Unclassified Employees	Union enquired as to the status of these unclassified employees. The Employer confirmed that the COBRA Program will be concluded as of August 6, 2006.
16. Posting and Filling of Vacancies	The Union indicated there have been a number of complaints and grievances related to posting and filling of vacancies and precisely where jobs are being posted. The Employer clarified a number of post and fill issues. The Union stated that with the introduction of the electronic posting system these problems should be alleviated.
17. FO 4's AMAPCEO	The Union raised the issue of Financial Officer's now being hired as AMAPCEO when previously they were OPSEU. The Employer provided their explanation as to why these new FO 4's are in the AMAPCEO bargaining unit.
18. Meetings 2006	The parties agreed to schedule MERC meetings for 2006 in March, June, September, and November.


 Ron Langer, Co-Chair
 OPSEU

MARCH 20, 2006


 Dan Gordon, Co-Chair
 MEDT

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