

Ministry
of the
Environment

Ministère
de
l'Environnement

135 St. Clair Avenue West
Toronto ON M4V 1P5

135, avenue St. Clair ouest
Toronto ON M4V 1P5



August 25, 2004

Mr. Rheel Delaquis
Co-Chair, Ministry Employee Relations Committee
c/o Ministry of the Environment
113 Amelia Street, 2nd Floor
Cornwall, ON K6H 3P1

Dear Mr. Delaquis:

Re: September 1, 2004 Renewal of Operations Division Compressed Work Weeks

Further to correspondence from Debra Sikora, Director of Operations Integration Branch, of July 8, 2004 relating to the above subject matter, the employer has experienced a delay in the return and sign-off of tentative agreement by some local union officials. This process is necessary and vital to the continuance of CWW's across the MOE Operations Division.

As previously stated by management, nothing in the CWW approval process would prejudice the grievance action taken to date by a number of staff, most notably in the Northern Region. A number of local offices in the Division have accepted the renewed terms at the local level and these will remain in effect and honoured as agreed.

Management of the Operations Division does not want the availability of compressed work weeks to end on August 31, 2004. However, where no formal agreement exists, there may be no other option but to return immediately on September 1, 2004 to the prescribed schedule of a five-day work week at 7 ¼ hours per day. This could leave staff who do wish to enrol or participate with unresolved questions not to mention personal inconvenience. Timely and appropriate notice of CWW termination within OD and intended renewal as described has been given to the MERC and union officials under the respective provisions of the collective agreement.

Management has been formally made aware by OPSEU Head Office that renewal CWW agreements presented at the local level will require the signature of the President of OPSEU. Based on our discussions it is anticipated that agreements approved and signed at the local or district level, in OD, which conform to the model agreement format will be executed in the usual manner. The ministry is prepared to make allowances in the time required for OPSEU senior executive approval. However to the greatest extent possible and to avoid staff inconvenience during transition MERC cooperation in advising the early return of local agreements is essential and expected. Again existing complaints filed on the CWW renewal initiative will not be prejudiced.

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Provided that the CWW agreements have been signed off locally, they will be honoured in the division and instituted accordingly effective Wednesday, September 1, 2004.

Your assistance as Co-Chair on behalf of the ministry OPSEU bargaining team is therefore actively requested and sought in bringing about a harmonious change-over. Local management will be similarly advised in providing this information to their staff, as well as re-arranging rotation cycle schedules, and corresponding Hours of Work.

In order to achieve a smooth transition, we are requesting that copies of all local CWW agreements be returned signed to the representative manager as quickly and expeditiously as possible, on behalf of staff who wish to participate in the renewal CWW agreement. Participating staff will be listed by attachment and scheduled CWW hours. The agreements will be acted on promptly by Regional management. Copies of the signed documents will be forwarded to the MOE Human Resources Branch (Attention: Bob Younger) for immediate delivery to OPSEU Head Office and sign-off by senior OPSEU officials. Management will be routinely canvassing OD offices to maintain status on the CWW renewal process which will be made effective on September 1, 2004 subject to official OPSEU consent at the respective local workplace or administrative unit.

Please do not hesitate to contact me at 416-314-9367 if you have any questions or need more information.

Yours truly,

Original Signed By

Bob Younger
Labour Relations Adviser
Human Resources Branch
Corporate Management Division

- c. Michael Williams, ADM, Operations Division
Regional Directors
MERC Team Members
S. Harper, OPSEU
HRCS staff