

*Recd Spt 21 at office  
Open Spt 24*

ENV1283DC-2004-5477

SEP 15 2004

Mr. Rhéal Delaquis  
Co-Chair, OPSEU Ministry Employee Relations Committee  
c/o Ministry of the Environment  
113 Amelia Street, 2<sup>nd</sup> floor  
Cornwall ON K6H 3P1

Dear Mr. Delaquis:

I am responding to your letter of August 30, 2004 requesting that I intervene and postpone the September 1, 2004 implementation deadline for new Compressed Work Week (CWW) agreements.

In the spring of 2004, staff were apprised of the need to negotiate new agreements which allowed sufficient time for the negotiations to occur. I understand that, to date, over 40 agreements have been signed and implemented. Any agreements pending approval due to staff vacation will be finalized upon their return.

With regard to the CWW guidelines, there has not been a deviation on the part of the Operations Division. Management's perspective was and is that management has a right to institute operational change on an on-going basis, giving consideration to both the consistent application of the changes and recognition of the operational priorities to which staff are assigned. The bargaining team was advised of management's perspective with regard to meeting the business demands of the Division. Within the CWW guiding principles, there is allowance for consideration and compromise for individual circumstances. The real adjustment is solely the amendment of the rotation cycle for earned days off.

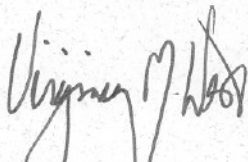
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Mr. Rhéal Delaquis

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It would be greatly appreciated if management can again rely on your assistance and support during this period of adjustment.

Yours truly,

A handwritten signature in black ink, appearing to read "Virginia M. West". The signature is fluid and cursive, with the first name being the most prominent.

Virginia M. West  
Deputy Minister

- c: Mr. Michael Williams, Assistant Deputy Minister, Operations Division  
Operations Division Managers  
Ms. Sandra Harper, OPSEU Head Office