

Ontario Public Service Division

February 7, 2008

The Road to the Deal Begins

Regional Meetings for OPS Presidents to Kick-off Bargaining 2008

Our current collective agreement expires in eleven short months. The work towards a new deal is already underway. Your CERC and Union staff have been busy planning, researching and developing material that is essential for a successful round of bargaining. This will be a busy year for members in the OPS where effective preparation and planning are vital. Consequently, it is important to get out in front of our commitments for the next year. To that end, all OPS will be gathering in their respective regions on March 1, 2008 to focus on the year ahead and the challenges it may bring.

For the first time in the OPS, Local Presidents are meeting simultaneously in seven regions across the province to discuss and have input on OPS bargaining months before the real action begins. These Regional meetings will provide an opportunity to discuss the demand setting process, bargaining timeline, mobilizing, strategy and overall preparation and readiness. With demand setting mere weeks away, it is important that Local Presidents or their designees make every effort to attend the March 1, 2008 event. Remember it is your Union, your collective agreement and your future. So mark your calendars now!

Detailed information regarding this event will be arriving for Local Presidents shortly. Please watch for it. If you do not hear anything by February 20, 2008, contact your Regional Office for information.

Kathleen Demareski says farewell to CERC

Our longest serving member at CERC stepped back from the CERC table yesterday as a member representative for the final time. Kathleen was first elected to CERC back in 2002 during the tumultuous post-strike years and has been the vice-chair of the central committee since 2005. She will also be stepping down from her position as Co-chair of the Ministry of Finance MERC to accept a temporary staff position in the Grievance Department with OPSEU.

Kathleen's contribution to CERC is extensive. Her energy and drive to address member issues played a significant role in any success achieved at our table. Her commitment and dedication is unprecedented. All members in the OPS are indebted to her for her excellent work. On their behalf we would like to say thank you to our good friend and sister.



Taking Kathleen's seat on CERC will be MOHLTC MERC Co-Chair Patrick Fry-Smith who was elected as our alternate at our last Divisional. We look forward to working with Patrick and know he will bring fresh ideas and vision to CERC. Welcome Brother Patrick!

President Thomas visits CERC Table

OPSEU President Smokey Thomas visited the CERC table this month. This was part of his ongoing effort to familiarize himself with our work at ERC tables in the OPS. President Thomas was present as we worked to finalize our process for this year's round of bargaining.

CERC Meeting Briefing for February 6, 2008

Standing Items

1. Committee Reports
 - a. Job Evaluation/Pay Equity-Update provided
 - b. JESS – No update provided
 - c. Training and Development-Meeting to be held in March
2. Update on Corporate Initiatives
 - a. Recruitment Pilot-Advance notification was provided to the Union, an Advisory Committee has been established, CERC will continue to monitor this pilot
 - b. A presentation and discussion paper was provided on the 'Interim Directive on Disclosure'. The Union was encouraged to provide feedback by March 31 for the purposes of this review in order to finalize a new disclosure procedure.
3. Implementation of the Collective Agreement-The chart will be updated to reflect the status of all negotiated items.

Business Arising

4. Labour Relations Training
 - a. The employer provided an update on the status of conflict management training for ERC's. The parties will continue to discuss this initiative.
5. Employer's Ongoing Reduction of OPSEU members in the OPS - The Union raised the issue of OPSEU work being transferred to other bargaining agents. It was made clear that this practice must cease
6. Health and Wellness- The EA-RTW joint training session originally planned for April 16, 2008 has been postponed pending a review of the policy by the Union
7. Bargaining Unit Integrity
 - a. Bargaining Unit Exclusion Guidelines – Deferred to March
 - b. Union reaction to recent bargaining unit assignments
8. II&E: RMA proposal – Union to provide feedback in an upcoming consultation
9. Grievance Management Update- A review of the existing pilots will be conducted and the parties will schedule a meeting in June to discuss the conclusions.
10. Electronic Record of Employment (ROE) – A memo was sent to all Human Resource Directors on January 25, 2008 reminding them of their responsibility to issue a record of employment within the timelines prescribed by CRA. The employer is continuing to pursue enrollment for an electronic record of employment. A copy of the memo will be provided to the Union.
11. HR Transformation – The employer advised that the implementation for 6 enterprise centers is scheduled for March 2008. Updates will be provided to the Union.

New Business

12. OPS Bargaining Framework- The parties worked to finalize our process for the upcoming round of negotiations.
13. Use of Unclassified – The Union expressed disappointment that there are classifications in the OPS that are dominated by unclassified staff. This is unacceptable and must be addressed by the employer.
14. Student Compensation: The Union raised the issue of wage disparity for students. The employer committed to address this issue prior to our next CERC meeting in March.

Your CERC is: **Eric Morin**
 Kathleen Demareski
 Rhéal Delaquis
 Peter Wall
 Brian Gould

"It is an unfortunate fact that we can secure peace only by preparing for war"

JOHN F. KENNEDY

Coming Events

- February 18, 2008 – New Family Day Statutory Holiday
- March 1, 2008 - OPS Bargaining - Regional Meetings for Local President
- March 4, 2008 – ODSP Day of Action
- April 17-19, 2008 – Annual OPSEU Convention Toronto