

Ministry of the Attorney General

LOCAL EMPLOYEE RELATIONS COMMITTEE MEETING (LERC)

DRAFT

February 7, 2007
1:00 pm to 2:30 pm
720 Bay Street, Toronto, ON

CO-CHAIRS: Beverly Leonard – Court Services Division
Lois Scott - Constitutional Law Branch

For the Union

Lois Scott; OPSEU Local 228
Lisa Glover

Regrets

Barbara Blake

For the Ministry

Beverly Leonard
Claudette Charles

Rosalie Reis

Agenda Item	Issue	Follow-Up/Action
Prior Minutes	November 2, 2006 minutes approved.	Union to post on 524.org website
Fragrances in 720 Bay	Union and Management agreed there should be an information session held in the area/branch of concern. A posting in the particular area would also be helpful. Management advised that concerns have been raised corporately and MGS is considering options. Further information will be provided when available. It was agreed that fragrance issues will be discussed on a case-by-case basis. It was also agreed that the Human Resources Branch and manager of the affected area have carriage to address the concerns. Report back on the nature/detail of reports received by the Ministry regarding the use of the Employee Assistance Program deferred.	Remove from agenda Deferred to next meeting.

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<p>Performance Management Plans/ Learning and Development Plans</p>	<p>Management and OPSEU encourage employees to complete their Plans and discuss with their Manager. OPSEU inquired if these Plans are put in the corporate or ministry file.</p> <p>Management advised that most managers retain the Plan in the local personnel file, although some managers do forward to the corporate file for retention.</p>	<p>Remove from agenda</p>
<p>Acting Assignments</p>	<p>The use of and reasons for acting assignments were discussed. It was agreed that employee concerns regarding acting assignments should be taken directly to the manager for discussion/resolution.</p>	<p>Remove from agenda</p>
<p>OPSEU vs. AMAPCEO positions</p>	<p>The Union raised concerns regarding previous OPSEU positions now being posted in the AMAPCEO category. Some OPSEU members have reported that their new AMAPCEO position reflects exactly the same work as they were performing in OPSEU.</p> <p>Management advised that the Ministry's Human Resources Branch has the delegated responsibility and accountability to classify all positions based on job functions. A number of things are considered when classifying a position.</p> <p>The Union questioned the correctness of the JobMart category when posting (i.e. Administrative and Support Services). Management advised that ejobs is a centralized OPS system and managers must select from a predetermined list when entering job postings into ejobs. The opportunity to have a modification made may be limited.</p> <p>The Union requested that job descriptions be made available for future discussions. Management advised that the Union could receive a copy of a job description in question by contacting the manager of the position directly.</p> <p>The Union advised that they will continue to monitor the job postings and compare them. Management advised that concerns regarding specific positions should be tabled at LERC.</p>	<p>Management to explore the possibility of receiving information from the Ministry's Human Resources Branch regarding how jobs are classified.</p> <p>Management to explore the possibility of an additional ejobs category that would better reflect positions.</p> <p>Deferred to next meeting.</p> <p>Union to provide further details regarding specific concerns.</p>

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<p>Filling of vacancies</p>	<p>The Union questioned why Management would not access a previous competition for suitable candidates rather than running another competition for the same position, particularly if someone is already in an acting capacity.</p> <p>Management advised that managers may access a previous competition but are not obligated to, as per Article 6.1.2 of the Collective Agreement. It is the manager's discretion to determine how best to proceed, including whether running a new competition would be preferable. Management would encourage any concerned member to speak with his/her manager directly to seek guidance on the interview process (i.e. request a meeting following an interview for feedback).</p>	<p>Remove from agenda</p>
<p>Next Meeting</p>	<p>May 9, 2007</p>	

For the Union:

For Management:

Lois Scott
OPSEU Co-Chair

Beverly Leonard
Management Co-Chair

Date:

Date:
