

720 Bay Street LERC Meeting- February 17, 2010

Present: Dianne Aziz, Mabel Almeida - Employer
Lois Scott, Martha MacLachlan - OPSEU

- Minutes of last meeting held in September 15, 2009 were approved and signed.

Follow-up

1. OPSEU/AMAPCEO – This is being managed by OPSEU head office – **ITEM REMOVED.**
2. Systems Officer Classification – The employer advised that classification is a management right – **ITEM REMOVED**
3. Issues Coordinator Position –some positions are in OPSEU and some positions in AMAPCEO – This is being managed by OPSEU head office – **ITEM REMOVED**
4. Determination of Bumping Rights
 - Union - Situation of bumping where position targeted even though other people had less seniority
 - Management Response – management provided the union with information on bumping rights**ITEM REMOVED**
5. Concern that Human Resources Advisors that were classifying positions were inexperienced:
 - Management Response:
 - Authority for classification lies with HR Classification Unit
 - Staff in the HR CU are excluded from union and all personnel in the HR CU are trained in classification**ITEM REMOVED**
6. Concerns regarding information given to employee by Human Resources:
 - Surplussed employee was led to believe there was a position and approval was not received to recruit
 - Management Response:
 - The employer will endeavour to ensure that communication regarding surplus employees is clear.**ITEM REMOVED**

NEW BUSINESS

1. Training for LERC

- Dianne, Lois and Mabel attended the training on January 20, 2010
- Martha will attend a session when it is convenient to her

2. **Harassment/Violence in the Workplace**

- The Union advised that The Occupational Health and Safety Act, Bill 168 will address this issue. The employer advised that the Bill comes into effect on June 15, 2010
- At the next LERC meeting, management will provide information on implementation.

3. **New OPSEU Employees**


- The Union worked with Management to ensure that new employees are provided with information on who their OPSEU representatives are.
- Management requested that MAG managers to ensure new hires are provided with this information
- The Union requested that we also include the Membership Application Form and Membership Change form for new hires as well. The Union will provide management with these documents and they will be forwarded to MAG managers in an updated email

4. **6th Floor Lunchroom**

- At present staff on one side of the 6th Floor do not have access to the lunchroom
- The Union requested access be provided to ALL employees on that floor as is done in the rest of the building – the Union provided a couple of options
- Management will discuss with the Directors and report back at the next LERC

The meeting was adjourned at 10:40 a.m.

The next Meeting is scheduled for May 27, 2010 – 10 a.m. Location to be determined



 Lois Scott for the Union
 Date:



 Diane Aziz for Management
 Date: