

LOCAL EMPLOYEE RELATIONS COMMITTEE MEETING (LERC)

October 10, 2007  
 2:00 pm to 3:30 pm  
 720 Bay Street, 5<sup>th</sup> Floor, Toronto, ON

CO-CHAIRS: Rosalie Reis – Legal Services Division  
 Lois Scott - Constitutional Law Branch

**For the Union**

Lois Scott; OPSEU Local 524  
 Lisa Glover

**Regrets**

Barbara Blake

**For the Ministry**

Rosalie Reis  
 Claudette Charles

**Regrets**

Beverly Leonard

Agenda Item	Issue	Follow-Up/Action
<b>Prior Minutes</b>	May 9, 2007 minutes approved with the exception that the Union requested that under Follow-up/Action, as per MERC minutes, that Management not just “explore the possibility of”, but act on items brought forward.	Union to post on Local524.org website
<b>OPSEU vs. AMAPCEO positions</b>	<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</p>	<p>Ongoing – grievances filed</p> <p>Classifying of positions still an ongoing issue.</p> <p>Management to inquire of an additional <u>ejobs</u> category that would better reflect positions.</p> <p>Deferred to next meeting.</p>

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	<p>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>Union requested that job specs be included in all ads.</p>
<p><b>SYSTEMS OFFICER CLASSIFICATIONS</b></p>	<p>The Union questioned why this Ministry does not have Systems Officers beyond a classification of 4 when most other Ministries go up to a 6.</p> <p>We have Systems Officers who are classified as Database Administrators yet they are only compensated as an SO4.</p>	<p>Management to investigate and advise at next meeting.</p>
<p><b>Next Meeting</b></p>	<p>Due to the departure of Beverley Leonard from the LERC, meeting was to be rescheduled when the new HR representative was in place.</p>	

For the Union:



Lois Scott  
OPSEU Co-Chair

Date:

Aug. 26/08

For Management:



Rosalie Reis  
Management Co-Chair

Date:

August 26/08