

# A | M | A | P | C | E | O MEMBER NEWS

Association of Management, Administrative and Professional Crown Employees of Ontario

www.amapceo.on.ca

## Take Your Vacation!

According to a recent news report, over forty per cent of employees polled in the United States said that their biggest mistake with their last vacation was not taking enough time off. Other regrets reported included not being able to relax because of worrying about work, checking in with the office too much while on vacation and not preparing or organizing work well enough before leaving on vacation. So, as you prepare for your summer holidays, take enough time off, don't check your voice-mail while you are away and remember that old adage: "There aren't too many people on their death bed who wish they had spent more time at the office." From all of us at the AMAPCEO office, please have a safe and enjoyable holiday!

## At the Crossroads of Transformation

Gary Gannage, President

Following the presentation of the provincial budget on May 18, government plans have become a bit clearer as various ministers have announced new initiatives. Other priorities have been emerging - somewhat tentatively - as ministries engage in the results-based planning exercise. In addition, the first phase of the OPS Ideas Campaign has concluded, with over 12,000 suggestions submitted by employees (including a brief from AMAPCEO) on ways to improve public services; we have been told that many of these suggestions have been drawn to the attention of multi-ministry councils for possible implementation in the future.

In releasing the results of the OPS Ideas Campaign last month, Cabinet Secretary Tony Dean said that he would be looking at new ways to involve public servants in generating ideas "to support continued transformation". As the government proceeds to implement its transformation agenda, it is critical that bargaining agents be involved at an early stage in this process. Our collective agreement entitles us to receive advance disclosure of proposed changes that have an impact on the workplace so that we can offer comments *before* changes are introduced.

We are clearly at the crossroads of change in the

OPS and the question, as yet unclear, is: what kind of change? In our OPS Ideas brief, we offered to work in partnership with the government to re-invent and revitalize the OPS. We are currently working with the Employer on a joint job evaluation project that will have a significant effect on the workplace and the delivery of services. We have been advised that AMAPCEO will have a role in assessing the Ideas Campaign suggestions. Depending, of course, on how the government responds to our proposals, AMAPCEO members may have a real opportunity to influence how our public service is transformed.

If your Association is to participate effectively in these initiatives, every member of AMAPCEO has an important role to play, whether it is commenting on your job description as part of the job evaluation project or commenting on how you think the OPS should be evolving. Not everyone will want to participate on a committee, but everyone can contribute their ideas and input.

Please keep in touch via the Web site and watch for e-mail alerts on new developments. I hope you will be willing to respond when we ask for your help. All the best for the summer.

### Inside this issue:

Collective Bargaining and Job Evaluation	2
Planning for the Annual Delegates' Conference	3
Board Tables 2004 Work Plan	4
Health and Safety Decision	5
News From All Over	6
Health Benefits Update	7

## Sign-Up Campaign a Huge Vote of Confidence: 500 New Members in One Month!

"Operation Sign-Up" has begun and it is already a major success. The campaign, which is the first stage of our current membership mobilization and development initiative, has targeted existing employees in the bargaining unit who have not yet signed up as members-in-good-standing. A letter was sent out in early June and within three weeks, over 500 new

memberships were received. Follow-up approaches to be made by local activists in July and early August are expected to increase the numbers even more.

While most of the employees in the AMAPCEO bargaining unit have long ago signed up as members (and new employees are sent a

membership form when they join the OPS), many of our colleagues who are represented by the Association simply assume they are automatically members because they are required to pay dues. Under our Constitution, however, membership is voluntary.

Continued on back page

## AMAPCEO Gets High Ratings From Its Activists

AMAPCEO recently surveyed its network of activists across the province to find out how they feel about the organization and their role in it. The results were very positive. The survey was distributed electronically in March to all members of the Board of Directors, Chapter Chairs, AMERC Representatives and Workplace Representatives - a total of 103 members. The response rate was 70 per cent.

Overall, 74 per cent reported that they were either satisfied or very satisfied with their AMAPCEO work and 89 per cent said they would recommend or strongly recommend getting involved in AMAPCEO if approached by a colleague.

There had been a concern that activists might be spending too much time working on AMAPCEO business in the workplace. The results indicate, however, that most (63 per cent) spend on average 1 or 2 hours a week, with 29 per cent spending between 3 and 5 hours a week. Most reported that they could do their AMAPCEO work during normal working hours and 79 per cent said they felt they had sufficient leave provisions in the Collective Agreement to perform their AMAPCEO duties.

With regard to attitudes towards their AMAPCEO work: 42 per cent reported that their immediate supervisor's attitude was positive and 45 per cent said it was neutral; 62 per cent said that colleagues in the immediate workplace were positive or supportive, with 28 per cent saying it was neutral.

Many respondents reported that their involvement with AMAPCEO has enhanced their OPS careers, enabling them to develop problem-solving, issue management and interpersonal skills while providing them with an opportunity to meet other colleagues from across the OPS.

These are very positive results that reflect well on the entire organization and indicate an engaged and thoughtful core group of activists. The Board, Workplace Relations Committee and Membership Development Committee are analysing the results, including the many comments and suggestions that were included, in an effort to address the concerns and gaps that were identified and build on our strengths.

## Bargaining Job Evaluation and Update

Negotiations between AMAPCEO and the Employer on a new Collective Agreement are still in the early stages. The Association gave formal notice to bargain in March and the Board of Directors has now reviewed draft proposals prepared by the bargaining team, which has been hard at work getting ready for the start of negotiations.

In the meantime, Association and Employer representatives are moving ahead on the job evaluation project. In a joint communication to Association-represented employees in May, AMAPCEO President **GARY GAN-NAGE** and Assistant Deputy Minister **KEVIN WILSON** of Cabinet Office announced that the Hay Consulting Group has been selected to develop a job evaluation plan that can be customized for both the OPS and for work in the AMAPCEO bargaining unit. Customization will entail testing it by using sample AMAPCEO jobs. Input will be required from members during this stage of the project.

As explained in the March edition of *AMAPCEO Member News*, the parties have agreed to review the job evaluation and classification system for all positions in the bargaining unit. The job evaluation project will not delay the start of negotiation of non-salary items at the bargaining table. The expectation is that a new job evaluation and classification system will be in place near the end of this year, in time for salary negotiations to begin by early 2005.

## Volunteers Needed for Vacancies on Committees

Self-nominations are invited from members-in-good-standing to fill vacancies on the following Association committees:

*Workplace Relations Committee:* Members who have workplace representative training and who work in the Greater Toronto Area are needed for this committee, which provides peer review of disputes (grievances). Appointment is by the Board of Directors.

*Member Reconciliation Committee:* There is one vacancy on this five-member committee, which mediates disputes between members. Appointment is by Provincial Council.

*Audit Committee:* There is one vacancy on this five-member committee, due to the resignation of **PETER BURNS**, who has moved to the Pension Committee. The Audit Committee monitors the Association's audit function. Appointment is by Provincial Council.

*Member Mobilization Committee:* There is one vacancy on this five-member committee, due to the resignation of **LESLIE KOHSED-CURRIE**. This committee is responsible for developing a proposed strategy for member mobilization. Appointment is by Provincial Council.

## Planning for the Annual Delegates' Conference

This year's Annual Delegates' Conference (ADC) is scheduled for Friday and Saturday, **December 3 and 4**, 2004, at the Novotel Hotel in downtown Toronto.

The ADC is AMAPCEO's highest governing body and consists of members of the Board of Directors, all Chapter Chairs and additional Delegates from each Chapter, elected on the basis of one Delegate for every fifty members-in-good-standing. The conference is responsible for electing members of the Board of Directors, approving the annual budget, reviewing the audited financial statements, appointing external auditors, adopting constitutional amendments, establishing collective bargaining priorities and holding elected officers accountable for their stewardship of the Association over the past year.

### Nomination and Election Process

Elections for Chapter Chairs and Delegates are held in both the Spring and the Fall. Ten Chapters just held elections in June and the remaining fourteen Chapters will have elections in October. The term of office for a Chapter Chair and a Delegate is two years, with approximately one-half of the positions open for nomination each year. Incumbents are always eligible for re-election.

Members of the nine-member Board of Directors also serve two-year terms, with approximately one-half of the board up for election annually. This year, four positions on the Board will be open for nomination:

- President
- Vice-President
- Two Directors

In addition, three positions on the five-member Audit Committee are also open for nomination this Fall.

The nomination deadline for all of the above positions is 12:00 noon on Friday, **October 1**, 2004. Please watch for an e-mail alert in September about the nomination and election process. Further information, including a description of the responsibilities of each position and a nomination form, will be posted on the Association's Web site by early September.

### Resolutions for the ADC

The Annual Delegates' Conference elects a Resolutions Committee each year with responsibility for publicizing the resolutions process and for reviewing all resolutions submitted for consideration at the conference. On the advice of the committee, the Board of Directors has established 12:00 noon on **Friday, October 1**, as the deadline for submission of resolutions,

including any proposed constitutional amendments, for the 2004 ADC (i.e., the same time as the nominations deadline). Policy resolutions typically propose a new policy or a change in an existing policy, and require a *simple majority vote* of Delegates for adoption. Policy resolutions are distinguished from constitutional amendments, which are essentially a special kind of resolution proposing to amend the Association's Constitution, but which require a *two-thirds vote* of Delegates in order to become effective.

The role of the Resolutions Committee is to provide a preliminary peer-review process to ensure that all resolutions are well thought out, are properly worded and understandable, and are accompanied with a rationale and an assessment of cost implications. Although all resolutions that are submitted are entitled to be included on the conference agenda, the Resolutions Committee is expected by the Delegates to provide a recommendation on each resolution, which could include advice to refer the matter for further study to an appropriate committee, to amend the resolution or to defeat it.

Most resolutions arise from within the Association's governance structure as either committees or individual representatives develop recommendations for addressing perceived policy gaps. Under the criteria approved by the Delegates, resolutions may be submitted by the following: Provincial Council, the Board of Directors, Chapters, Association Committees and individual Delegates. Individual members-in-good-standing who want specific policy issues raised at the conference should contact their Chapter Chair in order to introduce proposed resolutions at a Chapter meeting prior to the October 1 deadline.

### Proposed Changes in Election Rules

Under the Elections By-law, the Elections and Credentials Committee has authority to make additional rules to govern the nomination and election process, provided they are consistent with the by-law and are made public before they are implemented. The committee has proposed implementing three new rules and invites comments from the membership (comments should be directed to the committee c/o **MICHAEL MOURITSEN**, Director of Operations and Planning, at extension 2724 or by e-mail at [mouritsen@amapceo.on.ca](mailto:mouritsen@amapceo.on.ca)):

- If, after the nomination deadline, it becomes obvious that a new vacancy will be created on the Board of Directors because an incumbent Board member whose term is not due to expire has been acclaimed to another Board position (i.e., as an Officer), the Elections and

Continued on back page

## Thanks to Activists Who Are Leaving Office

Although the results from the Spring Chapter elections were not final at the time we went to press, we do know that a number of AMAPCEO activists have decided not to seek another term and we are pleased to pay tribute to them.

**MARIA ARIGANELLO**, Chair of the Citizenship, Culture, Tourism and Recreation Chapter, has resigned to accept a secondment outside the Chapter. **GORD MCAUSLAND**, Chair of the MTO Chapter, has stepped aside while on a six-month secondment to the AMAPCEO Office as a Dispute Resolution Officer (filling in for **DRO PAUL PELLETIER**, who is on a self-funded leave).

**ADAM SOCHA** is retiring as Chair of the Energy and Environment Chapter, but is staying on as a Delegate, and **JONAS FOSSITT** in MTO is resigning as Chair of the Ottawa-Eastern Ontario Chapter.

In addition, four long-serving Delegates are stepping down this year: **BAHRAM PARSİ** in Community Safety and Correctional Services (Toronto), **WALTER FELL**, Ministry of Labour in Sudbury, **MARY MCDOOM** at the Ontario Science Centre and **ALAN POLING** in MCSS, Thunder Bay. Bahram served on the most recent Constitution Committee and Walter has served a number of years on the Elections and Credentials Committee. In addition, **MARY FISH** is stepping down after a long period of service on the AMERC in the Ministry of the Attorney-General.

As we often note in these pages, AMAPCEO owes a real debt of gratitude to those of our colleagues who are willing to assume the responsibilities of helping to run the Association. A vote of thanks to Maria, Gord, Adam, Jonas, Bahram, Walter, Alan and both Marys for the time and effort they have contributed to the organization.

## Board Tables Work Plan With Provincial Council

The Board of Directors held a strategic planning session in January to review its progress in achieving the 2003 Board Work Plan and to develop a Work Plan for 2004. The draft plan was tabled with Provincial Council in March and is now able to be shared with the membership.

Of the seventeen items on the 2003 plan, thirteen have been completed in full or were substantially completed. Achievements from 2003 include:

- A strategic financial review was completed with options presented to a special Delegates' Conference in June 2003.
- A communications and membership services survey was conducted among members last Spring with members responding favourably to the newsletter and the Web site. Changes suggested by survey results have been implemented.
- An overhaul of the Association's internal nomination and election procedures was completed.
- In an attempt to enhance accountability, the Board completed a review of delegations of authority and the first edition of a Policies and Procedures Manual was completed.
- The Board adopted a Code of Conduct to govern Board members.
- The Board resolved the long-standing ambiguity of "Bill 7" challenged employees in the Ministry of Finance, insisting that they pay voluntary membership dues in order to participate as members-in-good-standing.
- A comprehensive membership survey on bargaining priorities was conducted last Spring, a Bargaining Team was appointed and preliminary work was begun on developing bargaining proposals.
- Agreement was reached with the Employer on the process and timetable for conducting a job evaluation program for positions in the AMAPCEO bargaining unit.
- Work was started towards the development of a mobilization plan, a membership development plan and an activist development plan.
- A new approach towards the use of AMERCs (AMAPCEO Ministry Employee Relations Committees) was recommended by the Board and subsequently endorsed by AMERC representatives.
- We have increased the number of local health and safety representatives.

Priorities for 2004 include some carried forward from 2003 as well as some new initiatives:

- Finalize mobilization, membership development and activist development plans.
- Manage the collective bargaining and job evaluation projects.

Continued on page 5

## Judge Says Unionized Workers Safer Than Non-Union Workers

A recent decision of the Ontario Court of Justice concludes that employees who are represented by a bargaining agent have better health and safety protection in their workplaces than unrepresented workers. Mr. Justice **JOHN KEAST**, in a decision released in January 2004, made the observations as part of a decision in the prosecution of an employee involved in a workplace accident in which a 19-year old university student was severely injured on the second day of his summer job in 2001.

The student, **LEWIS WHEELAN**, suffered burns to over 50 per cent of his body and lost both legs and an arm after a tree was cut down and fell onto electrical power lines not far from Sault Ste. Marie. The lines then fell onto Wheelan. The co-worker who actually cut down the tree, **BRIAN CAMPBELL**, was charged under the *Occupational Health and Safety Act*. Most charges under the Act are against employers and supervisors, and there is little case law dealing with the health and safety responsibilities of employees.

The owner of the electrical lines, Great Lakes Power Limited, and the contractor hired to clear trees and brush under the lines, Neat Site Vegetation Experts, pleaded guilty to offences under the Act and both were fined. Neither Great Lakes nor Neat Site provided Wheelan with any information or training on the dangers of working near a power line or how to do so safely. Judge Keast found that Campbell was partially responsible for the accident and that, as an employee, he had an obligation to take reasonable care to protect his fellow workers. (He subsequently received a suspended sentence.)

The judge noted that Ontario's health and safety legislation is based on the concept of an "internal responsibility system" under which employers, contractors, supervisors and workers share the responsibility for the health and safety of those in a workplace. This case, he said, "represents a complete failure of the internal responsibility system" and that "workers must be empowered to protect themselves and each other when employers and supervisors have failed". Judge Keast also noted, however, that "the responsibility of the worker within the system cannot be divorced from the responsibilities of the employer and the supervisor. The responsibility flows from the top down and not from the bottom up".

Other relevant excerpts from the decision:

- "The primary cause of the accident was the failure of [Great Lakes Power] to establish a safe working culture." Although the company had internal safety policies, little was done to actually apply them.
- "The overemphasis on production was at the cost of safety". The contractor was under pressure to cut corners by using a less costly and less time consuming process, thereby reducing its labour costs.
- "Workers in small, local companies are usually not organized as part of a union structure. Unionized workers in larger industrial companies, because of a more formal and structured approach to safety, are better protected."
- "In a company with an organized union structure, [the employees] would not have stepped onto the job site without an intensive training and safety program."
- "Unionized workers have representatives that can advocate safety on their behalf. . . . There may be subtle pressures that prevent [unrepresented] workers from complaining. They may fear loss of their jobs."
- "A statutory rule that says [as does the *Occupational Health and Safety Act*] that workers can refuse unsafe work may have little practical effect for [unrepresented] workers...., compared to those workers who are protected by a collective bargaining agreement."
- "What is important now is that everyone learns from this sad tragedy. It's not just employers and workers who have to learn. The Ministry of Labour itself, rather than simply prosecute the most vulnerable in the workplace, should better understand the economic and social factors that contribute to unsafe workplaces, in particular those of non-union and unorganized workplaces, and to develop strategies to reduce these subtle but deadly influences."

### Board Tables 2004 Work Plan

Continued from page 4

- Expedite resolution of the outstanding job jurisdiction disputes and negotiations.
- Complete a review of AMAPCEO's office accommodation needs and report to the 2004 ADC.
- Review the AMAPCEO expense reimbursement policy, review chapter budget guidelines, encourage committees to develop annual goals and budgets; initiate some specific housekeeping policy/constitutional changes.
- Improve the Association's capacity for environmental scanning/emerging trends analysis.
- Participate in the OPS Ideas Campaign and consider follow-up options.
- Develop options for pension plan governance and structural changes as part of the upcoming joint Employer-Bargaining Agent review of the PSPP.

The Board is expected to report on its progress in achieving the 2004 priorities at the December Annual Delegates' Conference.

## News From All Over

### Changes in the workplace lead to healthy jobs

Healthy jobs and workplaces benefit workers, employers, citizens and society, according to a study commissioned by the federal government. The study's findings are very relevant to recent proposals to change the culture of the Ontario Public Service.

In a report entitled *Healthy Workplace Strategies: Creating Change and Achieving Results*, Vancouver-based consultant Graham S. Lowe draws a distinction between what he calls "superficial" changes, such as introducing a fitness program or a policy on flexible work schedules, and "transformational" change, which he defines as a long-term effort to create a healthy organization with an overarching strategy of which small steps or initiatives are part.

Most transformational change initiatives fail for a variety of reasons: "Traditional workplace health promotion programs are top-down and all too often focus on individual health behaviours, such as smoking or providing a fitness program, rather than on underlying organizational factors that contribute to job stress, accidents and absenteeism", says Dr. Lowe in the January 2004 report he prepared for Health Canada.

The study indicated that physical working conditions, task times, job content, relations with co-workers and supervisors and financial rewards all contribute both to individual health and organizational productivity. A number of the study's findings seem particularly relevant to OPS employees, as we seem poised at the beginning of another round of "transformational change" of our own:

- "Work intensification is a major barrier to organizational innovation and change. Specifically, high job stress impedes changes that can support good psychosocial health."
- Co-operation or resistance among front-line managers can be critical to success or failure.
- "The major weakness of traditional approaches to change management is a reliance on top-down, leadership-driven process."
- "Worker involvement in the process of creating and maintaining healthier working conditions is a prerequisite of a healthy workplace. [There is a need to] engage all employee groups."

To achieve successful transformational change, "health promotion and human resource professionals must team up and there must be support from managers at all levels, employees and unions," according to the report. "[All] stakeholders must engage in discussions about the role of the entire organization in 'creating health'."

### Big Brother is bad for business

Staff who are being snooped on are less productive and less healthy, says a recent report from Britain's national labour organization.

The Trade Union Congress (TUC) said managers eavesdrop on telephone calls, measure washroom breaks, use hidden cameras and tracking devices to keep on eye on work activities and monitor e-mails and internet use.

Surveillance results in loss of productivity, accidents, sick leave, depression, extreme anxiety, and leaves employees feeling like felons rather than valued employees.

"Snooping breaches the right to privacy and is bad for business", according to the TUC report.

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### Friends of Flight

Every year during spring migration, the AMAPCEO office participates in the Friends of Flight (FOF) program. Due to a large number of birds in flight this time of year, tall office buildings with their bright lights often confuse birds and result in hundreds of them being injured or killed as they fly into buildings. These injured birds are rescued, treated and released away from the city by FOF.

The AMAPCEO office is on the 23<sup>rd</sup> floor of a high-rise tower at the corner of Yonge and Dundas Streets in downtown Toronto. To reduce the number of bird injuries and deaths, the Association's staff follow four simple steps recommended by Friends of Flight (and supported by our building management firm, Cadillac Fairview):

1. Close the blinds every night
2. Turn off all lights
3. Move plants away from the window
4. Report any injured bird to security

We encourage AMAPCEO members who work in high-rise buildings to take whatever individual steps they can to make their workplaces bird-friendly, including raising the issue with their local building management.

## Health Benefits Update

There have been two improvements affecting access to member health benefits:

*Improved Privacy.* AMAPCEO has urged the Employer to eliminate the use of Social Insurance Numbers (SIN) as an identifier for group health benefits. At the March meeting of ACERC (AMAPCEO Central Employee Relation Committee), MBS confirmed that it has begun the process of migrating from the use of SINs to another identifier. MBS expects that it will take the better part of 2004 to implement this change.

*Improved Access to Information:* For some time, AMAPCEO has pursued service improvements with the Employer and Great West Life (GWL), its group health plan administrator. Recently GWL launched an "Employee Portal" for employees to access information online. The portal is an option for employees to use if they wish. The portal can report the status of your benefit claim, provide payment history, has links to various health sites and provides information on prescription drugs.

Members should be aware, however, that

- The portal is based on a common structure for all GWL clients. As a consequence, the elements that describe the details of our benefits is very basic and not very helpful.
- GWL works for MBS. Where a difference exists between the Employer and AMAPCEO, GWL naturally carries out the Employer's instruction. If a claim is denied, please satisfy yourself that GWL is correct by consulting the Benefit Guide, which is posted on the AMAPCEO Web site, checking with an AMAPCEO representative, or calling the AMAPCEO office for assistance.

The Great-West Life portal can be reached at <http://www.gwl.ca>. Click on "Group Plan Members" and follow the instructions.

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## New Workplace Representatives Appointed

The AMAPCEO Board of Directors has appointed the following 16 AMAPCEO members to two-year terms as Workplace Representatives following their successful completion of workplace rep training on March 5 and June 11.

Workplace Representatives are trained colleagues who assist members on site with questions about the interpretation of the collective agreement. Workplace rep training is also required for AMAPCEO representatives sitting on AMERCs (AMAPCEO-Ministry Employee Relations Committees). The new appointees are:

SHERRY ATALLAH	Transportation, St. Catharines
ANNA DIVIZIO	Transportation, North York
NANCY BUCKLEY POICHUK	Health, Ottawa
JONAS FOSSITT	Transportation, Ottawa
PAUL GLASSFORD	Natural Resources, Sault Ste Marie
BARBARA GOUGH	Training, Colleges and Universities, Toronto
JEANETTE HARRISON	Attorney General, Hamilton
HAROLD HAYNES	Attorney General, Hamilton
MICHAEL HELFINGER	Economic Development and Trade, Toronto
RICK LEMIEUX	Health, Penetanguishene
NEIL LIND	Community and Social Services, Sault Ste Marie
CONRAD MARIER	Health, Windsor
BUNNY MCKENNA	Transportation, St. Catharines
ELIE NASSIF	Labour, Toronto
SABINA REMONDI	Community and Social Services, Sault Ste Marie
CHRISTINE WALLACE	Community Safety and Correctional Services, Toronto

A complete list of AMAPCEO's 102 Workplace Representatives appears on the Web site. Anyone interested in taking Workplace Representative training is encouraged to contact **ROB SMALLEY** at 416 595 9000 (ext 2703) or by e-mail at <[smalley@amapceo.on.ca](mailto:smalley@amapceo.on.ca)>.

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## Not sure if you are a member?

Even if you are paying dues, you still need to sign up to become a member of AMAPCEO. Please visit our Web site and click on "Membership and Volunteering" for further information and a membership form.

## Sign-Up Campaign a Huge Vote of Confidence! Continued from page 1

Under what has become known in Canada as the "Rand formula", dues are collected from everyone, since AMAPCEO has a legal obligation to represent all employees in the bargaining unit, whether they have joined or not. Everyone who is represented by the Association is entitled to the full protection of the Collective Agreement and to full access to our staff and other resources to defend their rights.

Membership, however, is the only way to participate in the Association and influence decision-making. Only signed-up members are entitled to vote for Association representatives, serve on committees, run for elective office and provide feed-back through membership surveys. There is no additional cost to join. Since you have to pay membership dues anyway, why wouldn't you want to have a say in how the Association spends your money? If you have not yet done so, please send in your membership form now. Can't find the recent letter we sent you? Just visit the AMAPCEO Web site and either download or print the membership form and fax it in. We value your involvement and hope you will join.

To those 500 (and counting) new members: welcome and thanks for your vote of confidence!

## Planning for the Annual Delegates Conference

Continued from Page 3

Credentials Committee proposes to re-open nominations for the new vacancy (probably for a one week period), so that the position can be included in the ADC elections and eliminate the need for a mail ballot by-election immediately following the ADC. This change can only be implemented, however, if the original nomination deadline is at least two months prior to the ADC.

- The committee intends to prohibit at future Delegates' Conferences the distribution of campaign pamphlets or other written material related to the election of the Board of Directors or Audit Committee after the start of candidate speeches (traditionally scheduled for the second day of the conference). The intention is to balance the need for full expression of views with the potential harm that could arise from erroneous information being circulated without an opportunity for a correction before the vote.

- The committee proposes to convene a teleconference among all Delegates during any future mail ballot by-election to permit candidate speeches and a question-and-answer session between candidates and Delegates. The intention here is to mirror as much as possible the election process at an ADC.

### Vacancy on the Elections and Credentials Committee

**DIONNE SINCLAIR** recently submitted her resignation as a member of the Elections and Credentials Committee, preferring to focus her efforts on the Health and Safety Committee. At its June meeting, the Provincial Council, which is authorized to fill vacancies on the committee between meetings of the Delegates, issued a call for self-nominations to replace her.

There are five members on the committee, which is elected annually by the ADC as an independent, arm's length

body to supervise the nomination and election process at both the Chapter and central levels. The chair of the committee functions as the chief returning officer.

The committee currently consists of **DOMENIC FRAGALE** (MCSS Toronto), who is chair; **ROGER BANGS** (MTO Sault Ste Marie), **TOM BERTRAND** (MTO London) and **RAY WRIGHT** (MTO Sault Ste Marie). Any member-in-good-standing who is interested in volunteering for this committee is invited to contact **MICHAEL MOURITSEN**, Director of Operations and Planning, at extension 2724 (or by e-mail at [mouritsen@amapceo.on.ca](mailto:mouritsen@amapceo.on.ca)). Ability to attend the ADC on December 3 and 4 is an important consideration. The Provincial Council will fill the vacancy at its September meeting.

Many thanks to Dionne, who is a former member of the Board of Directors and a former Chair of the Ottawa-Eastern Ontario Chapter, for her work on the committee.