

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

Association of Management, Administrative and Professional Crown Employees of Ontario

[www.amapceo.on.ca](http://www.amapceo.on.ca)

## Job Evaluation Project Secondments

The AMAPCEO Board of Directors is seeking assistance from members in good standing to work in the AMAPCEO office on the job evaluation project on a secondment basis for up to three months from January through March, 2006. We are looking for a small number of individuals with expertise/background in human resources, such as job evaluation, classification systems or related experience, to assist in the final stages of the job evaluation project being conducted jointly by the employer and the Association.

Please submit expressions of interest, citing relevant experience, to **GARY GANNAGE**, President, AMAPCEO, by e-mail ([gannage@amapceo.on.ca](mailto:gannage@amapceo.on.ca)) or by fax (416-340-6461), no later than Friday, January 6<sup>th</sup>, 2006.

## Bargaining 2006: Building for the Future

*Gary Gannage, President*

In its annual report to the recent Delegates' Conference, the AMAPCEO Board of Directors concluded that 2005 has been a successful year for the Association and its members. In terms of labour relations, the ratification of our third collective agreement last May was an important achievement; we have developed a productive and collegial relationship with senior representatives of the employer; and we seem to be moving a number of long-standing issues forward through a combination of negotiated settlements and successful arbitration awards.

Organizationally, we have continued to grow, both in terms of the size of the bargaining unit and the number of signed-up members in good standing. We now represent over 8,000 employees, almost doubling in size since achieving voluntary recognition ten years ago. This increase has allowed us to provide more services to members and to continue to build our reserve funds. As usual, our operating budget is balanced and the Board and Council have continued their systematic re-

view of our policies and practices to ensure good governance, accountability and transparency.

AMAPCEO is blessed with an engaged and committed membership. One indication is the number of activists: we now have over 250 members who are active as representatives in one capacity or another. Another indicator is the number of hits on our website each month. Another sign is the number of members who participated in the recent collective bargaining survey; our survey consultants tell us we had a phenomenal response rate, particularly for a questionnaire that included over 100 questions. (Our staff are now analyzing the 130 pages of comments and suggestions that were provided by members so the bargaining team can take them into account as they prepare detailed contract proposals.)

As I said in my opening remarks at the Delegates' Conference, all of these positive

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## Incumbents Re-Elected to Board of Directors

For the first time, there will be no changes on the AMAPCEO Board of Directors as it moves from one year to the next: all incumbents whose terms were up were re-elected. Secretary **DAVE COLVIN** and Treasurer **PHYLLIS WAUGH** were re-elected by acclamation and Directors **KEITH BAIRD**, **MARGARET KIPP** and **LINDA SULLIVAN** were voted back into office by Delegates at the

Annual Delegates' Conference, which was held on December 2 and 3 in Toronto.

The nine members on the Board are elected for two-year terms. Approximately one-half of the terms expire each year. President **GARY GANNAGE**, Vice-President **ROBERT STAMBULA** and Directors **DOMENIC FRAGALE**

and **CATHERINE MILLER** have terms that continue for another year. Further information on the 11<sup>th</sup> Annual Delegates' Conference can be found inside this issue and on our website.

At its meeting on December 14, the Board re-elected Keith Baird as Chair of the Board for 2006.

## News from the Annual Delegates' Conference



The 11<sup>th</sup> Annual Delegates' Conference of AMAPCEO was held on Friday and Saturday, December 2 and 3, in Toronto. Elected representatives from across the province met to approve the annual budget, adopt constitutional and by-law changes, elect members to the Board and various committees and vote on bargaining priorities for 2006.

Although the Association was founded in 1992, which makes us 13 years old as an organization, we celebrated the 10<sup>th</sup> anniversary of three important events just this year: the 10<sup>th</sup> anniversary last March of voluntary recognition, which transformed us from a professional association into a full-fledged bargaining agent; the 10<sup>th</sup> anniversary in November of our current constitution and structure; and the 10<sup>th</sup> anniversary of our founding Delegate's Conference, which took place on November 27, 1995.

For the first three years of our existence, major decisions were made by a Council of Representatives, consisting of 25 – 30 members selected by an informal network of ministry and regional chapters. Part of our transformation into an official bargaining agent required us to formalize our governance structure, broaden our representative base and improve accountability to members.

Delegates are elected on the basis of one delegate for every fifty signed-up members. In addition, the chair of each ministry and regional chapter and the nine members of the Board of Directors participate as delegates. The Delegates' Conference typically meets once a year and, between meetings, decision-making authority is assigned by the Constitution to the Board of Directors and the Provincial Council, which consists of members of the Board plus the 24 Chapter Chairs.

At this year's conference, in addition to electing members of the Board (see the separate article on the first page), the delegates approved a \$5.1 million balanced budget for the 2006 fiscal year, which begins on January 1. The conference also approved a Board recommendation that the additional 0.15 per cent dues increase that was adopted in 2003 should continue to accumulate in the labour disruption fund, with a review of the fund to occur when it reaches a specified amount per member. There was no change in the current level of dues, which remain at 1 per cent of gross compensation.

Delegates accepted the audited financial statements for the 2004 fiscal year and re-appointed the firm of Clarke Henning LLP,

chartered accountants, as AMAPCEO's external auditors for the fiscal year ending December 31, 2005. **RICK BERTOZZI** was re-elected by acclamation to the AMAPCEO audit committee, joining **MIKE KUJAN** (chair), **ARTHUR BROWN** and **ARTHUR MOHIP** (whose terms continue for another year). A vacancy on the committee caused by the recent resignation of **MIKE SEEGER** will be filled by the Provincial Council, likely in February. (Please see the call for nominations to fill this vacancy on both the website and in this newsletter.)

Members were elected to two other important committees. All incumbents were re-elected to the Resolutions Committee: **SHARYN BIR**, **FRANK CERILLI**, **MIKE KUJAN**, **CATHY MCPHERSON** and **STEPHEN SMITH** (chair). The following members were re-elected to the Elections and Credentials Committee: **ROGER BANGS**, **TOM BERTRAND**, **JIM QUIGLEY** and **RAY WRIGHT**, joining new member **MURRAY GAUDREAU**. Retiring from the committee this year was **ANDREW OAKES**, who received a vote of thanks from the conference for his service over the past two years.

Both the Board of Directors and Provincial Council presented annual reports (which should be posted on the website shortly). The conference also adopted an important constitutional measure by making delegates full voting members of their chapter executive committees, motivated in part to ensure that the leadership responsibilities in each chapter are shared among a larger number of members and in part to ensure that there is a legitimate decision-making body in place in each chapter, particularly in the event of rapid turnover.

Keynote speakers at this year's conference were **SHEELA BASRUR**, Ontario's Chief Medical Officer of Health and **ANDRÉ MARIN**, Ombudsman of Ontario (see separate article).



Dr. Sheela Basrur & Gary Gannage



André Marin & Gary Gannage



Candidates for the Board of Directors: Keith Baird, Linda Sullivan, Dionne Sinclair, Margaret Kipp and Dan Skwarok

## Pension Plan: Outstanding Performance

There has been a flurry of negative media reports recently predicting the demise (and not soon enough, according to some critics) of defined benefit pension plans, an example of which is the Public Service Pension Plan (PSPP), to which AMAPCEO employees belong. Just listing the headlines makes for depressing reading: “The next retirement time bomb” (*NY Times*, December 11); “Public sector’s indexed pensions under pressure” (*Toronto Star*, November 19); “Guaranteeing pension plans is a bad idea” (*Canadian HR Reporter*, December 5).

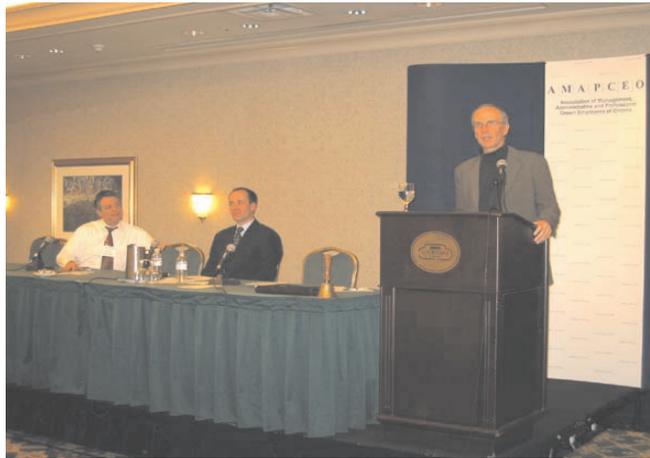
The consistent message, particularly from the financial services sector, is that defined benefit pension plans are too expensive, are unsustainable given the demographics of North American society and should be replaced with defined contribution plans, in which employees contribute a specified amount over time but have no guaranteed payout when they retire. The financial problems in the U.S. auto industry, some of which have been attributed to high pension costs, seem to confirm the diagnosis.

AMAPCEO delegates heard a different –and much more positive– analysis, however, at the annual conference in early December from **MARK FULLER**, Executive Vice-President (Pensions) at the Ontario Pension Board, which acts as trustee for the PSPP. Mr. Fuller participated in a panel discussion on pensions with President **GARY GANNAGE** and AMAPCEO’s nominee to the Ontario Pension Board, **HUGH MACKENZIE**.

Mr. Fuller noted that the PSPP is one of the best performing pension plans in Canada, earning an average rate of return of 10.36 per cent since the plan’s inception and 10.18 per cent in 2004. The current portfolio is valued at over \$13 billion, with funds invested conservatively and managed with a long-term focus. The plan has a very modest unfunded liability, compared with other public

sector plans, of \$750 million and the board is providing options to the employer (who is the fund sponsor) to address the underfunding. The board is confident that its investment strategy of seeking out incremental returns, maintaining a low risk tolerance and expanding non-traditional investments will generate sufficient returns for growth.

The pension board has also made recent improvements in its governance practices and Mr. Fuller gave credit to AMAPCEO and its leaders for championing governance reforms at the OPB.



Gary Gannage, Mark Fuller and Hugh Mackenzie

It was Mr. Fuller’s discussion of the relative merits of defined benefit and defined contribution plans that was particularly encouraging, however. In his view, the debate over underfunding has overshadowed what he called the “superior benefits” of the defined benefit model, noting that the defined contribution model costs more to provide similar benefits but imposes greater risks on individual employees. The defined benefit pension plan protects and delivers financial security for employees and is a key element for employers in attracting and retaining staff.

(Recruitment and retention of staff and becoming an employer of choice have been identified as priorities in the recently issued OPS Human Resource Plan.) He also noted that the financial institutions and mutual fund industry have a vested interest in promoting defined contribution pension plans, since individuals would be required to deal with the industry to make investments under that model.

Mr. Fuller concluded by noting that the Ontario Pension Board has added advocacy of defined benefit pension plans to the board’s mission statement. His obvious passion and enthusiasm for promoting the plan and defending its role were greeted by a warm round of applause from the delegates.

## Bargaining Priorities Endorsed by Delegates

The response of members to the bargaining survey has been overwhelming – the largest return rate in the Association’s history! The web-based survey, which members accessed via an e-mail link, was distributed to all employees with home positions in the AMAPCEO bargaining unit on Friday, October 28. Two reminders were sent out, on November 4 and November 10, and the survey remained open until Sunday, November 20.

Our survey provider, InSite Survey Systems, based in Vancouver, has said the response, particularly for a questionnaire with over 100 separate questions, many requiring detailed comments, is unusually high, indicating an engaged and perceptive membership (of course!). The “qualitative” responses (consisting of comments, suggestions and alternative proposals) total 130 pages of text, which staff are now in the process of analyzing. Members can be assured that every response will be read and a full report will be given to the bargaining team to enable them to develop detailed proposals.

Our current collective agreement expires on March 30, 2006, and formal bargaining is expected to begin early in the new year.

After a review of the preliminary survey results, the Board of Directors proposed general bargaining priorities, based on the results, to the ADC in December. The key priorities were endorsed by the Delegates. In alphabetical order, the key priorities are:

- Binding interest arbitration
- Flexible work arrangements
- Health/wellness benefits
- Job security
- Pensions
- Recruitment
- Salary (across-the-board plus merit/bonus).

Many thanks to all members who took the time to fill out a survey questionnaire. Knowing what members want is critical to negotiating improvements in our working conditions.

## Sheela Basrur and André Marin Speak at ADC

This year’s keynote speakers at the Annual Delegates’ Conference in December were Dr. Sheela Basrur, Ontario’s Chief Medical Officer of Health, and André Marin, Ombudsman of Ontario.

Dr. Basrur, who spoke on Friday, December 2, reviewed the 2003 SARS crisis, its societal impacts and the areas identified to improve future prevention and response. At the time of the SARS outbreak, she was the Medical Officer of Health in Toronto; she began her current job with the provincial government in February 2004 and has been responsible for overseeing a three-year action plan to revitalize the public health system and ensure preparedness for the next outbreak.

Although it is tragic that it took the SARS episode to send a wake-up call, there is now a greater appreciation for the important role that the public health infrastructure plays in this province and there is now a clear commitment to rebuild public health.

Dr. Basrur noted that she has to carefully balance her dual responsibilities. As Assistant Deputy Minister of the Public Health Division, she is a civil servant within both the Ministry of Health and Long Term Care and the recently created Ministry of Health Promotion, with a reporting relationship to two Deputy Ministers and Ministers. Under changes approved earlier this year, however, she also functions not unlike an independent officer of the Legislature in her role as Chief Medical Officer of Health, is required to report annually to the Legislature and is entitled to report directly to the public on critical health issues.

As Ombudsman, André Marin is also an officer of the Legislature. He is the third holder of that office to address an AMAPCEO Delegates’ Conference. His predecessor, Clare Lewis, spoke in 2000 and former Ombudsman Roberta Jamieson addressed delegates in 2002. Mr. Marin’s speech, entitled “The winds of change blow at the Ombudsman’s Office”, was delivered on Saturday, December 3.

Mr. Marin, stating that he was trying to redefine the role of the Ombudsman to become more proactive, reviewed some of the actions he has taken since his appointment last April. In this short period of time, his office has issued three major reports: *Between a rock and a hard place*, dealing with complaints that parents had to give up their children with severe disabilities in order to obtain necessary care; *From hope to despair*, regarding OHIP funding of a degenerative disease; and *The right to be impatient*, which led to the requirement of enhanced newborn testing. In addition, the office has announced that it is conducting a new kind of field investigation of the way property assessments are conducted, with a view to conducting up to six such field investigations annually.

He noted that he is seeking to expand the oversight authority of the Ombudsman’s Office and mentioned the need for independent investigative oversight of children’s aid societies as a priority. Lamenting the fact that whistleblower protection legislation in Ontario has been passed by the Legislature but never proclaimed, he suggested that whistleblower protection “is an area which is ripe for an Ombudsman... [t]here is no better placed body to ensure that whistleblowers have a place to turn and that they are protected from reprisal and retaliation”. He itemized the list of other jurisdictions in which whistleblower protection for either civil servants or workers generally have been codified, including the federal government, three Canadian provinces, the federal and many state governments in the U.S., the United Kingdom, Australia, Japan and even Ghana.

The Ombudsman said he has been impressed by AMAPCEO’s “efforts to be proactive in dealing with emerging issues of concern to the public service in Ontario and in ensuring that Ontario’s public service continues to evolve and change to keep up with modern times”.

## Featured on the AMAPCEO Website

As readers know, we try to feature a section of the website in each issue of *AMAPCEO Member News* as a way of reminding members of the volume and variety of resource material that is available there. In this issue, we are drawing members' attention to three announcements that were posted in late November-early December under "What's New" (on the home page), as well as to information that was posted by the Health, Safety and Wellness Committee in the Health and Safety section of the site.

*Benefits Dispute.* In September, this newsletter contained a brief update on our 2004 benefits dispute, dealing with, among other things, coverage of eye examinations. At that time, we did not anticipate a decision from the arbitrator until possibly early 2006. In a November 15 decision, however, the arbitrator ruled in favour of AMAPCEO on all three issues involved: eye exams, prescription drugs and coverage of dependent children under the dental plan. Full details, and a link to the actual decision, are contained in the web posting.

*Report of the Auditor-General.* The Auditor-General of Ontario released his 2005 annual report on December 6, documenting a number of cases in which ministries were clearly not complying with government policies on the use of temporary staff. The report specifically notes the 2002 policy grievance filed by AMAPCEO (still in arbitration), in which we argue that transfer payment agency secondees and fee-for-service consultants have been improperly doing work that should be done by civil servants. A link to the relevant section in the Auditor-General's report is provided on the AMAPCEO website.

*Security Checks.* AMAPCEO has succeeded in negotiating limits on proposed personal security checks affecting employees working in areas related to the issuing of driver licenses, birth certificates and health cards and on OPS computer security. The changes were confirmed in a December 8 decision of the Grievance Settlement Board, which is described in a posting on the website.

*Health and Safety Resources.* The AMAPCEO Health, Safety and Wellness Committee distributed a two-page resource sheet at the Annual Delegates' Conference, listing useful documents and websites related to health and safety. To access the list, visit the AMAPCEO website, click on "Health and Safety" and look for "Health and Safety Resources" at the end of the list of items on that page.

## Job Evaluation: Phase 3 Continues

Phase 3 of the Job Evaluation Project, which is being jointly managed by the employer and AMAPCEO, was announced in early November. This phase of the project consists of the collection of job information from employees in the form of a Position Information Questionnaire (PIQ); development of up-to-date job descriptions for all AMAPCEO-represented jobs based on the new system; and evaluation of all of the newly created job descriptions.

The PIQ and instructions on how to complete it were distributed to all members and also were posted on the AMAPCEO website. The original deadline for returning the PIQ was extended to December 9 in response to member comments and requests for more time.

Employer job description writers will now prepare draft job descriptions, based largely on the PIQ information. Sometime in January or February 2006, all AMAPCEO-represented employees (and their managers) will have an opportunity to review, comment on, and validate a new draft job description before it is finalized. Additional information and instruction on the job description validation process will be provided to employees and managers in early January.

Once validated, the job descriptions will be evaluated against the new job evaluation plan. The Joint Working Group and Joint Steering Committee

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## Chapter Meetings and Elections

A number of chapter meetings were held this fall – some in person, some by teleconference and some using a combination of both. A total of nine chapters held meetings in November and December: Sault Ste. Marie, North Bay, Education/TCU, Attorney-General/OSAA, Labour, Environment & Energy, Community & Social/Children & Youth Services, Municipal Affairs & Housing and Economic Development & Trade/Intergovernmental.

AMAPCEO President **Gary Gannage** will be visiting other chapters and locations in the province early in 2006. Please watch the website for notices. Members will also receive advance notification via e-mail alert.

The Elections and Credentials Committee has called for nominations (including self-nominations) for chapter chair and members of the chapter executive committee in two chapters: **North Bay** and **Ottawa/Eastern Ontario**. Nominations must be received at the AMAPCEO office no later than 12:00 noon on Wednesday, January 18 and full information, including nomination forms, can be obtained from the AMAPCEO website. If you have any questions about eligibility, the nomination process or the responsibilities and time commitment required of any position, please do not hesitate to contact **Michael Mouritsen**, Director of Operations and Planning, at the AMAPCEO office (1-888-AMAPCEO, extension 2724, or by e-mail at [mouritsen@amapceo.on.ca](mailto:mouritsen@amapceo.on.ca)).

The Provincial Council is scheduled to meet in January to discuss chapter development issues, the role of chapter chairs and how the organization can better engage members. This meeting builds on strategies identified in final reports submitted earlier this year by the Council's membership development and member mobilization committees.

## Briefly Noted: A Review of Recent Articles

### Stress at work: Just Who is Responsible for Work-life Balance?

AMAPCEO Member News has reported in the past that more and more organizations are offering flexible work arrangements so employees can accommodate their need for work/life balance, but some studies indicate that employees are not taking full advantage of these opportunities.

In the July/August issue of the *Ivey Business Journal* ([www.iveybusinessjournal.com](http://www.iveybusinessjournal.com)), Professors Chris Higgins and Linda Duxbury conclude that sometimes the only way for employees to achieve an appropriate work-life balance is to realize that they have to say "No". Their article, entitled "Saying 'no' in a culture of hours, money and non-support", describes workplace characteristics that will be very familiar to OPS employees.

Higgins and Duxbury, who have pioneered research in Canada on the issue of work-life balance and coping with stress, identify a number of root causes leading to an imbalance in work and personal/family demands:

- *Organizational downsizing:* Just because an employer downsizes does not mean that the work has gone away; it just gets spread around among fewer remaining employees and they won't complain because they are insecure about their jobs.
- *Organizational culture:* A culture of "hours" in which employees believe that they must work long hours to succeed and in which others, both managers and colleagues, "notice" if you are not at your desk early or late. In a "disconnected" culture, progressive policies that may be on the books are disconnected from actual practice. "For example," the authors write, "our research shows very little use of family-friendly policies such as flexible hours or compressed work-weeks despite their availability. When asked, employees simply say their manager was not supportive".
- *The myth of separate worlds:* Management operates as if employees' work and family lives are entirely separate and that work obligations can expand outward (scheduling a meeting that runs into the evening, expecting travel on a weekend) with no impact or repercussions on personal or family time.
- *A lack of support:* "Our research has shown that the presence of a supportive manager is critical to employees' perceptions of their ability to balance work and family demands." Supportive managers give recognition for good work, provide constructive feedback, listen to concerns, back employee decisions, share information, ask for input before making decisions and provide staff with challenging opportunities. "A manager doesn't need to be a rocket scientist to meet these criteria, but less than half of all managers score highly on our scale".

- *Changing demographics:* In most dual-parent families, both parents work, leaving less time for home and childcare responsibilities. Eldercare for members of the so-called sandwich generation is also imposing obligations as employees worry about aging parents as well as young children.
- *The curse of technology.* Although technology has improved productivity, it comes with a cost in added stress, including the expectation that we must always be available (via e-mail, wireless messages, pagers and cell phones), the blurring of the lines between being "at work" and being "off duty" and the belief that voice-mail and e-mail must be responded to immediately.

When the authors asked how the respondents in their sample coped, 78 per cent indicated that they just worked harder. Others reported cutting down on their outside (non-work) activities and/or getting less sleep. Still others reported that they had decided to delay or forego having children because of their work.

Higgins and Duxbury conclude that, while both governments and employers need to take measures to limit work hours and promote family-friendly policies and practices, ultimately employees themselves have to take responsibility and say "no" to the intrusion of work on their personal time.

"We have found the enemy: it is us", they write, noting that we willingly allow the workplace into our homes, by bringing work home, accessing work e-mail and files from home computers or employer-issued laptops, checking Blackberries, leaving on cell phones, etc. We blame ourselves for normal interruptions at work and feel we have to make up the time by working late at the office or at home. We don't establish boundaries between work and home. We don't claim overtime when we work longer hours even though the official position of the employer is that unpaid overtime is not permitted.

Saying no may not be easy but it may be the only solution that works.

### Worth Checking Out

*Report of the Advisory Committee on Ergonomic Standards* (Ministry of Labour website: [www.labour.gov.on.ca/english/hs/ergonomics/index.html](http://www.labour.gov.on.ca/english/hs/ergonomics/index.html)). Recommendations include establishing a common definition of musculoskeletal injuries; integrating ergonomics into training for professionals and creating an inventory of ergonomics standards.

*Pension Power: Unions, pension funds and social investment in Canada*, by Isla Carmichael (University of Toronto Press, 2005). The author argues that unions should have a new role to play in the economy by gaining control over their members' pension funds, thereby providing better management of pensions and protection of benefits.

*The Ethics of Human Resources and Industrial Relations*, edited by J. W. Budd and J. G. Scoville (Labour and Employment Relations Association, 2005). Essays discuss the theory and application of ethics to all aspects of the employment relationship, including employee rights vs shareholders, privacy and monitoring, whistleblowing and pay equity.

## Chapter Chairs

<b>TIM SIM</b>	Attorney General/Native Affairs
<b>SHARYN BIR</b>	Consumer & Business Services
<b>JOHN KIRK</b>	Community & Social Services
<b>ROGER NEWELL</b>	Community Safety & Correctional Services
<b>MICHAEL HELFINGER</b>	Economic Development & Trade/Intergovernmental
<b>BARBARA GOUGH</b>	Education/Training, Colleges & Universities
<b>ADAM SOCHA</b>	Environment & Energy
<b>STAN SOSIN</b>	Finance
<b>JAMES TREGONNING</b>	Health & Long-Term Care
<b>APRIL EASTMAN</b>	Labour
<b>ARTHUR MOHIPPI</b>	Management Board Secretariat
<b>STEPHEN STEIN</b>	Municipal Affairs & Housing
<b>ROY SCOTT</b>	Transportation
<b>TERRY PETERS (A)</b>	Kingston
<b>KEVIN KILLOUGH</b>	London
<b>FRANK CERILLI (A)</b>	North Bay
<b>STEVE SMITH</b>	Peterborough/ Natural Resources
<b>RAY WRIGHT</b>	Sault Ste Marie
<b>DAN SKWAROK</b>	Sudbury/Northern Development & Mines
<b>CONRAD MARIER</b>	Windsor

(There are vacancies in four chapters: Agriculture, Food & Rural Affairs/Guelph; Culture, Citizenship, Tourism, Recreation & Francophone; Ottawa; and Northwestern Ontario)

## New Workplace Representatives Appointed

The AMAPCEO Board of Directors has appointed the following ten AMAPCEO members to two-year terms as Workplace Representatives following their successful completion of workplace rep training on December 1.

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:

<b>RAJ CHOPRA</b>	Attorney General, Toronto
<b>ALLAN DEVLIN</b>	Community Safety and Correctional Services, Toronto
<b>SHANE LAMESSE</b>	Community Safety and Correctional Services, Ottawa
<b>MICHAEL HALL</b>	Economic Development & Trade, Toronto
<b>KAREN PAWLOWSKI</b>	Environment, Toronto
<b>GAYLE BARR</b>	Health, Toronto
<b>SHERI WEISBERG</b>	Health, Toronto
<b>CAROLINE CRNEKOVIC</b>	Government Services, Toronto
<b>GERRY WHITTAKER</b>	Government Services, Toronto
<b>ROY SCOTT</b>	Transportation, Toronto

A complete list of AMAPCEO's 101 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).

## Macdonald Cartier Building 25<sup>th</sup> Reunion



Calling all alumni and current office residents of the Macdonald Cartier Building in Kingston. If you are wondering what your former colleagues are up to, here's your opportunity to get reacquainted, have a few laughs and talk about the good ol' days. The MCB 25<sup>th</sup> reunion will be held on September 16<sup>th</sup> & 17<sup>th</sup>, 2006.

A dinner is being planned at the Italo-Canadian Club, 1174 Italia Lane, Kingston. Tickets (only 300) are now available at \$25 each. Please e-mail one of the organizing committee members listed below to order tickets or obtain further information, and indicate if you have any memorabilia or other items you might be able to donate for the event. A cookbook is also being produced and will be offered for sale at \$8 each.

Members of the organizing committee include: **Nella Belcastro** (613-548-6670), **Stan Barnes** (613-273-7749), **Sharon Day** (613-548-6533), **Sylvia McLaren** (613-389-7681), **Frances Berry** (fberry@kos.net) and former Kingston Chapter Chair **Clive Shepherd** (cshepherd3@cogeco.ca). General e-mail enquiries: (nella.mcb@gmail.com).

AMAPCEO Member News is published six times a year by The Association of Management, Administrative and Professional Crown Employees of Ontario

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## Call for Nominations: Audit Committee

The Elections and Credentials Committee is calling for nominations from members in good standing to fill a vacancy on the Audit Committee caused by a recent resignation.

The Audit Committee is a committee of the Annual Delegates' Conference. Members are typically elected by the ADC, but vacancies occurring during the year are filled by the Provincial Council.

**Nomination deadline:** 12:00 noon on Wednesday, **January 18, 2006.**

Please go to the AMAPCEO Website ([www.amapceo.on.ca](http://www.amapceo.on.ca)) to get a nomination form and for more information.

## Bargaining 2006: Building for the Future

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developments -- particularly an engaged and committed membership -- will be important as we enter 2006. Never before in our history have we been faced with so much *potential* for positive change in the OPS. Although AMAPCEO clearly will have concerns and questions over some of the details, there are many positive features that will likely emerge from the government's modernization and transformation agendas and from the vision behind the new Human Resource Plan. Part of the challenge for all of us in the next round of bargaining (including the employer) is to figure out how we can build a collaborative framework for the public service or, to use the words in our 2004 submission to the OPS Ideas Campaign, how we can jointly re-invent the OPS.

AMAPCEO can be a catalyst for change – positive change – in the OPS, as we have demonstrated in the past, but we can only do so if we have a willing partner in the form of our employer. In order to engage the employer, we will have to resolve a number of challenging issues that seem inconsistent with the encouraging potential as earlier described.

Some of the issues you have read about before, including attempts to erode our benefit plans and pensions; harmonization initiatives with the federal government; the establishment of Local Health Integration Networks (the potential impact of which will not be limited to the Ministry of Health and Long-Term Care); and the apparent desire of this government to continue the practice of the previous government in moving civil servants and programs to arm's length agencies outside the OPS. We will continue to seek fair compensation –by finalizing a new job classification system and negotiating new salary ranges and salary increases– but we will have to do so in the face of the government's constraint agenda.

Many of you will remember the mobilization and advertising campaign AMAPCEO had to organize in 2001 and 2002 to convince the employer to negotiate a fair agreement. We may well have to do so again in 2006. AMAPCEO's strength, during the last campaign, was the force of logic and truth, backed up by solid research, and the unwavering support of our members.

This next round of bargaining will require similar diligence, not just on the part of the bargaining team and your elected leaders, but from every member in the bargaining unit. If we work together and engage as many members as possible in supporting our work, we can be successful again, just as we were in 2002. As an organization, AMAPCEO has never been in a stronger position to tackle the challenges ahead, but our greatest strength is *you* - our members. My colleagues on the Board and I commit to making sure you have the information and other tools you will need to understand the issues and assess both our positions and the employer's proposals. In turn, we need to be able to count on you to show your support when we run into obstacles. Based on your response to the membership survey, your turnout at meetings and your participation in teleconferences, I have no doubt that all of us will rise to the challenge again.

On behalf of both the Board of Directors and our staff, please accept our best wishes for a safe and happy holiday, and may peace reign throughout 2006.

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## Job Evaluation: Phase 3 Continues

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will review all evaluation results and consensus on the evaluation results must be reached. The target completion date for Phase 3 is March 31, 2006.

The fourth and final phase of the project will involve designing the associated salary structure through negotiations between AMAPCEO and the employer as part of 2006 collective bargaining process.

AMAPCEO is grateful to all those who completed a PIQ and sent it in. Your participation, under tight timelines and on short notice, has been extremely helpful. A complete list of background documents and further information about the job evaluation project is posted on the AMAPCEO website, under "Quick Links" on the home page.