

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

Association of Management, Administrative and Professional Crown Employees of Ontario

www.amapceo.on.ca

Featured on the Website

Check out the AMAPCEO website for information on our "Thanks a Million" Award from the United Way of Canada (we're one of 31 unions cited for member contributions to the 2005 United Way campaign) and our comments to the Legislature's Standing Committee on Justice Policy regarding Bill 56 (Emergency Management Act).

In addition, members are always invited to visit our web page on volunteering (follow the links in the section on "Membership and Volunteering") and to fill in the volunteer form. We are always looking for members to help us with the work of the Association, so please get in touch with us, even if you simply want more information on what kind of work or time commitment might be involved.

An Update on Bargaining as Summer Begins

Gary Gannage, President

Some of you will already have started vacation and others will be making plans to do so soon. I want to provide a brief update on the status of bargaining before we get too far into summer.

The negotiating teams of the employer and AMAPCEO have been meeting in bargaining on a regular basis dealing with non-monetary issues, while exchanging information and positions on monetary issues.

Progress has been made on some minor items, while the major non-monetary issues such as binding interest arbitration, alternative work arrangements, a prohibition of workplace bullying, training, bargaining unit integrity and conversion of long-serving unclassified employees remain unresolved.

The parties are currently scheduled to resume bargaining during the week of July 24th. In the meantime, work continues and sub-

committees of the bargaining teams are expected to meet.

Compensation generally, and specifically dealing with the financial implications of the Job Evaluation Project, will be major issues in the negotiations, but cannot be dealt with until the Job Evaluation Project is completed. At the moment, the employer is working to complete the draft job descriptions for all the positions in the AMAPCEO bargaining unit prior to seeking comment on them by AMAPCEO-represented employees and their managers. AMAPCEO is doing all it can to facilitate the timely completion of the project.

Please watch for another update in the September newsletter and, of course, continue to visit the AMAPCEO website for news on both bargaining and other issues. On behalf of the Board of Directors and AMAPCEO staff, please accept my best wishes for a safe and restful summer.

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"Operation Information Update" Set to Begin

Staff in the AMAPCEO office will be working over the summer on a major update of contact information in our membership database. As members know, we receive basic contact information (name, home address, home phone number) from the employer quarterly.

This information is drawn from the WIN system and you can help by taking a

moment to make sure your WIN information is both complete and accurate.

We are particularly interested in obtaining your up to date home e-mail address, work e-mail address, home phone number and work phone number. To update this, you can go to the AMAPCEO website, click on the membership button, followed by the change of address button

and submit the updated information. AMAPCEO takes seriously its responsibility to keep in touch with its members, both to let you know what we are doing on your behalf and to ensure that you are able to reach us with your comments and suggestions. This is especially important as we move

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Board and Council Briefs

As usual each spring, the Board of Directors tables an annual work plan with the Provincial Council. This year, however, rather than focusing solely on the current year, the board submitted a strategic planning document that outlines a proposed direction for the next few years, in an attempt to identify the kind of organization AMAPCEO needs to become in order to remain effective and provide leadership in the future.

The board's hope is that much of the detail can be filled in over the next few months so that the strategic plan can influence the shape of the 2007 budget that the board will recommend to the 2006 Annual Delegates Conference, which is scheduled for December 1 and 2. The overall goals of the strategic plan are:

1. To continue to provide effective, high-quality representation for all employees in the bargaining unit through the negotiation of a collective agreement and through advocacy in individual grievances and policy disputes.
2. To be a responsive, member-driven organization, anticipating and planning for change and providing added value for members.
3. In particular, to prepare for changes in the demographics of our membership and in the government's transformation of the OPS.
4. To be an opinion leader, with the capacity to influence our employer and other relevant organizations and to promote the value to society of both the OPS and professional public servants.
5. To brand the Association to support these objectives.

Elements on which to focus in pursuing these goals are grouped under six major categories: service, planning, governance, positioning, branding and resources. If you have suggestions or comments on AMAPCEO's priorities or goals, please feel free to contact your Chapter Chair (see the list on page five), so he or she can pass on your views at upcoming meetings of the Provincial Council. (If you are not sure which Chapter you are in, please contact the AMAPCEO office).

At its May and June meetings, the Board of Directors adopted revised policies on a number of financial issues, including: Dues Recovery; Chapter Budgets: Capitalization of Assets; Tendering; Investments; Delegation of Authority and Signing Authority; and Purchasing. Amendments were also approved to the Board Leave Policy and to the appointment policies for Workplace Representatives, AMERC Members and Health and Safety Representatives. The Board also authorized the recruitment of a new Dispute Resolution Officer (bringing the total number of DRO's to six).

Finally, at the May meeting of AMAPCEO's AMERC members, i.e. our representatives who sit on each ministry's employee relations committee, members received pointers on monitoring the quarterly posting of seniority lists, which is required by Article 27.3.5 of the collective agreement. Practices vary considerably, in both format and frequency, by ministry. Based on recent complaints from members, AMAPCEO is undertaking efforts to ensure consistent compliance across the OPS.

Know Your Collective Agreement

A Transition Letter appended to the collective agreement spells out the entitlement of AMAPCEO-represented employees to three important programs if they are surplus. In the letter, the employer acknowledges that its restructuring initiatives could impact on employees and, as a result, agrees that employees who are declared surplus on or before March 31, 2006, are entitled to: (1) Surplus Factor 80 (an early retirement option available to an employee whose age plus years of service totals 80); (2) if eligible, pension bridging, and (3) enhanced severance (an additional one week of salary for every completed year of continuous service with no maximum). The letter was scheduled to expire with the expiry of the collective agreement on March 31, unless it was renewed, but AMAPCEO's position was that the letter, like the rest of the collective agreement, was subject to the automatic freeze on working conditions that is imposed while a new contract is being negotiated.

The employer agreed with our interpretation, sending a confirming memo on March 31 (it is posted on the website), noting that AMAPCEO-represented employees will continue to be eligible for the entitlements in the Transition Letter during the freeze period (i.e., until either the ratification of a new agreement or until the parties are in a legal strike/lockout position), unless the letter is renewed by mutual consent.

AMAPCEO Signs LMDA Agreement

The Governments of Ontario and Canada finally negotiated a Labour Market Development Agreement this year (Ontario was the last province to do so), with the result that a number of labour market programs and staff are being transferred from the federal to the provincial government, specifically to the Ministry of Training, Colleges and Universities. In June, AMAPCEO signed an agreement under which federal positions will be added to the AMAPCEO bargaining unit. Any federal employee who transfers, as well as any existing AMAPCEO employees in the Training division of MTCU, will be protected for three years from any downsizing, as part of the transfer agreement. Offers are now being made to federal employees and we look forward to welcoming them both to the OPS and to the AMAPCEO bargaining unit this Fall.

On a related matter, there is nothing new to report with regard to the proposed transfer of corporate tax responsibility from the province to the federal government, i.e., the reverse direction of the LMDA transfer. AMAPCEO is participating on a working group with employer representatives from the Ministry of Finance to ensure that the interests of AMAPCEO-represented employees in the Corporate Tax Division are protected.

Fall Nominations Open on August 29

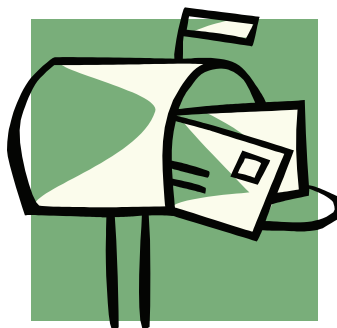
Nominations will open on Tuesday, August 29, for AMAPCEO elective positions whose terms expire this Fall. A number of Chapter Chair, Delegate and Chapter Executive Committee positions will be open for nomination, as well as the following central positions:

- President of the Association
- Vice-President of the Association
- Two Director positions on the Board of Directors
- Three members of the Audit Committee
- Five members on the Member Reconciliation Committee.

The term of office for all AMAPCEO elective positions is two years. Incumbents are eligible to be re-nominated. Some Chapters hold elections in the Spring, and some terms continue for another year, so not all positions are open for nomination at the same time. The deadline for all nominations is 12:00 noon on Friday, September 29, which is also the deadline for the submission of any proposed constitutional amendments, resolutions and committee recommendations to be considered at the Annual Delegates' Conference (ADC). All nominations and elections are supervised by the Elections and Credentials Committee, and resolutions are vetted by the Resolutions Committee, both of which are independent bodies elected by the ADC. This year's conference is scheduled for Friday and Saturday, December 1 and 2, in Toronto.

Watch for full details on the nomination and election process, including a nomination form, all of which will be posted on the AMAPCEO website by August 29 and summarized in the September edition of *AMAPCEO Member News*. If you have any questions in the meantime, however, particularly regarding the responsibilities and time commitments of positions and the specific number of Chapter positions that will be open for nomination this Fall, please contact **MICHAEL MOURITSEN**, Director of Operations and Planning, by e-mail at mouritsen@amapceo.on.ca or by phone at extension 2724.

We Get Mail...



The Question: One of your recent articles mentioned that the previous government had taken away successor rights from OPS employees, whereas these rights are still available in workplaces outside the OPS. Are there other legislated distinctions between employees in the OPS and those working for other employers in Ontario?

The Answer: Unfortunately, yes. The government, in its role as legislator, has exempted the government, in its role as employer, from many of the rules that apply to other employers in the province. As you noted, successor rights (under which the protection of a collective agreement moves with employees who are divested from one employer to another) were revoked for civil servants in 1995. In addition to successor rights, which Premier McGuinty has promised to restore, there are three other OPS exemptions that have penalized AMAPCEO and its members.

Section 3 (4) of the *Employment Standards Act* explicitly excludes Crown employees from most of the coverage of the Act, including the provisions limiting the hours of work of employees and those requiring payment for overtime. It is only because AMAPCEO was able to negotiate overtime provisions in our collective agreement that Association-represented employees have protection against being asked to work unlimited hours.

Under Bill 7, introduced by the previous government in 1995, the *Crown Employees Collective Bargaining Act* was amended to provide for special criteria that enabled the Ministry of Finance to exclude some of its employees from representation by a bargaining agent simply because – well, because the ministry wanted them excluded. The two standard reasons for exclusion under the Ontario Labour Relations Act, which apply to every other employer in the province, are the exercise of managerial responsibilities and access to confidential labour relations information. Under the Bill 7 exemptions, however, employees who would otherwise be represented by AMAPCEO are excluded because they are involved in the borrowing or investing of funds for the Government of Ontario or they advise on or manage assets of the consolidated revenue fund. Originally meant to apply only to Treasury Board analysts, Bill 7 was eventually used as an excuse to exclude over 200 employees from representation. (We are hopeful that current negotiations with the Ministry of Finance will result in a significant reduction in this number shortly.)

Finally, the previous government also passed legislation to prevent any OPS bargaining agent from having access to arbitration of disputes over members' job classification levels. Although we are still entitled to file disputes over classifications, we have no way of resolving them through independent, third-party arbitration, as is the case with any other dispute or grievance filed under our collective agreement. Unions outside the OPS, of course, are still able to include classification grievances under their normal grievance and arbitration process, in which case an arbitrator can ultimately rule on the matter.

From the Archives

Ten years ago, in June 1996, AMAPCEO held its second Delegates' Conference (a continuation of the founding conference held eight months earlier in November 1995). AMAPCEO had secured voluntary recognition as a bargaining agent in March 1995 and one year later, in March 1996, we successfully negotiated an interim agreement on job security and redeployment, which contained many of the job security features we currently enjoy, including our surplus and redeployment procedure, pre-notice provisions and the opportunity to offer alternative measures, seniority, a voluntary exit registry and pension bridging. These features were new to the OPS and, as a result of the AMAPCEO agreement, were ultimately extended to other employees.

At the June 1996 conference, the Association was preparing for full-fledged bargaining. The interim agreement only addressed job security provisions; the rest of the collective agreement now needed to be negotiated and conference delegates were surveyed with regard to bargaining priorities. Also in June and July, 1996, AMAPCEO hired its first two Dispute Resolution Officers to provide advice and assistance to members.

Using Your Own Vehicle on Government Business?

AMAPCEO members who use their own vehicle to travel on government business will be well aware of the low reimbursement rate used by our employer: 34.25 cents per kilometre in Northern Ontario and 33.75 cents elsewhere in the province (up to 4,000 km driven). This compares with a federal government reimbursement rate of 47.0 cents per kilometre, to which our federal counterparts are entitled. With the recent dramatic increases in the price of gas, it doesn't make much sense to use your own vehicle, since you end up subsidizing the employer.

Article 42.3 of the collective agreement states clearly that "the employer agrees that the use of privately owned vehicles on the employer's business is not a condition of employment". In other words, there is no requirement that, if you need to travel on government business, you must use your own car. It may be more convenient and take less time to do so, but if you are not being adequately reimbursed for driving your own vehicle, you should consider renting one instead, in which case the full cost of the rental and gas is paid for by the employer. If you need to build in extra time outside of normal working hours to pick up or drop off the rental vehicle, this is an appropriate use of the AMAPCEO overtime provision.

Although AMAPCEO is currently in bargaining, there is nothing that prevents the employer from increasing the kilometric rates at any time, since the collective agreement stipulates that reimbursement will accord with the employer's current practice and specifies the minimum rates only.

Update on Whistleblowing

As readers will recall from the last edition, AMAPCEO submitted a brief in May on possible reform of the *Public Service Act*, including a recommendation to implement whistleblowing protection in the OPS. Since that time, there have been two important developments in other jurisdictions. The federal Accountability Act that contains revised whistleblowing provisions passed third reading in the House of Commons and has been forwarded to the Senate and the Government of Manitoba announced that it will introduce whistleblowing protection for its public servants, becoming the fourth Canadian province to do so.

A review of the Manitoba legislation reveals that it is very good and contains many elements that AMAPCEO can support, including: the use of an independent office (the Ombudsman, in this case) to receive allegations of wrongdoing; substantial fines (\$10,000) for those convicted of undertaking reprisals against whistleblowers; clear and broad definitions of both wrongdoing and reprisals; and the ability of the Manitoba Labour Board to hear allegations of reprisals directed at whistleblowers.

We continue to believe, however, that the unproclaimed whistleblowing provisions that currently exist in our *Public Service Act* (but that have never been implemented) are superior to both the Manitoba and the federal legislation. We expect to engage in further discussions on this matter soon with the Public Service Legislation Project staff in MGS and will keep members advised of any further developments.

Ontario Human Rights Code Amendments

Although amendments to the *Ontario Human Rights Code* (Bill 107) generated considerable public interest in the Spring, AMAPCEO identified one technical issue that potentially affects our members and we drew it to the attention of the Attorney-General in June. The legislation continues a distinction that currently exists between the hiring of staff at the Human Rights Commission and the Human Rights Tribunal; in the case of the commission, staff "shall" be appointed under the *Public Service Act* and in the case of the tribunal, staff "may" be appointed under the PSA. In our view, Bill 107 offers an opportunity to fix this anomaly and since the ministry does not now, and apparently has no plans to, appoint staff outside the PSA, we suggested that the ministry introduce a housekeeping amendment before the bill was sent to committee. Since that amendment was not introduced, we will be submitting comments on the bill to the Standing Committee on Justice Policy, which is now reviewing the bill.

Health & Safety

Watching How You Sit on the Job



Did you know that men and women don't sit the same way at their workstations? This means that they are prone to different types of back ailments. Lower back pain affects 80 per cent of the population at some point in their lives. In Ontario, low back complaints account for approximately 30 per cent of all lost time injuries.

Keilhauer, a Toronto-based chair manufacturer, commissioned the University of Waterloo to study the effects of back pain on men and women. Jackie Maze, company vice-president, explained, "We noticed that women and men, in general, were sitting differently and we wanted to know if we were right."

Jack Callaghan, along with doctoral student Nadine Dunk, conducted the study that was reported in the journal *Clinical Biomechanics*. They observed that anatomical differences between the sexes likely account for seating preferences. Simply put, women have more flexible hips than men. Women tend to position themselves closer to the front of the seat and maintain a more upright posture, while men tend to sit back in the chair seat and slouch against the back rest.



Dr. Callaghan expects his research will have a big influence on the future design of chairs so that they will finally accommodate both genders. The study concludes that "females could be encouraged to use the back rest more to reduce muscle activity and males may need greater lumbar support to prevent slouching."

[Globe & Mail, May 5, 2006]

Just the Facts

Did you know that, last month, there were 8,607 OPS employees represented by AMAPCEO, working at 381 separate workplaces in 136 communities across Ontario? Or that the average age of AMAPCEO members is 44.3 years, our youngest member is 21 and our oldest member is 70? Or that 71 per cent of AMAPCEO-represented employees work in the Greater Toronto Area, 9 per cent in Northern Ontario, 11 per cent in Eastern Ontario and 9 per cent in Southwestern Ontario? Or that 52% of the bargaining unit is female?

Chapter Chairs

GRAHAM HOWE	Agriculture, Food & Rural Affairs/ Guelph
TIM SIM	Attorney General/ Aboriginal Affairs
SHARYN BIR	Government Services
JOHN KIRK	Community & Social Services/Children & Youth
ROGER NEWELL	Community Safety & Correctional Services
MICHAEL HELFINGER	Economic Development & Trade/Intergovernmental/ Research & Innovation
BARBARA GOUGH	Education/Training, Colleges & Universities
ADAM SOCHA	Environment & Energy
STAN SOSIN	Finance
JAMES TREGONNING	Health & Long-Term Care & Health Promotion
APRIL EASTMAN	Labour
STEPHEN STEIN	Municipal Affairs & Housing & Public Infrastructure
ROY SCOTT	Transportation
TERRY PETERS (A)	Kingston
KEVIN KILLOUGH	London
FRANK CERILLI	North Bay
SIOBHAN FARRELL	Northwestern Ontario
DIONNE SINCLAIR	Ottawa & Eastern Ontario
STEVE SMITH	Peterborough/ Natural Resources
RAY WRIGHT	Sault Ste Marie
DAN SKWAROK	Sudbury/Northern Development & Mines
CONRAD MARIER	Windsor

(There is one vacancy: Culture, Citizenship & Immigration, Tourism and Francophone Affairs)

Introducing the AMAPCEO Operations & Planning Team

This is the third in a series of articles profiling staff who work in the AMAPCEO office and, by extension, some of the important services and resources that are funded from your membership dues. The eighteen AMAPCEO employees are divided among three functional units: Dispute Resolution; Administration; and Operations and Planning. Operations and Planning encompasses a variety of functions, including communications, membership development, internal governance support, elections, strategic planning, research, government relations, external relations, bargaining unit exclusions-job jurisdiction matters and reasonable efforts discussions (which are triggered when members' positions are divested outside the OPS).

Leading the unit is **MICHAEL MOURITSEN**, Director of Operations and Planning. Michael joined the staff of AMAPCEO in October 2001, following three years as director of the board-senate secretariat at York University. Prior to that, Michael worked in the OPS for 13 years in the Ministries of Colleges and Universities and Education, where he was an active AMAPCEO member, serving as chapter chair, member of the board of directors and Secretary of the Association. In addition to managing the work of the unit, Michael provides staff advice to the board, provincial council and Annual Delegates' Conference.

JONATHAN CARSON was appointed AMAPCEO's first Research Officer in March 2005. He holds degrees in political science from the University of Calgary (BA) and York University (MA), as well as a law degree from the University of Toronto, where he was a senior editor of the U of T Law Review. Before joining AMAPCEO, Jonathan worked at ARCH, a legal resource centre for the disabled. Over the past year, Jonathan has conducted research and analysis on compensation and pension issues; whistleblowing; public service legislation; office accommodation issues; the results of the bargaining survey; provincial and federal legislative initiatives; and human resource-labour relations issues.

MATTHEW HILL, Project Officer, has a BA in Political Science from the University of Toronto and, before joining AMAPCEO in March 2005, worked for ten years at Campus Co-Op Residence, Inc., which operates 32 houses in Toronto. Matthew also has experience working as a volunteer with UNITE/HERE's campaign to organize campus food service workers. At AMAPCEO, Matthew has focussed on membership development issues and job jurisdiction-exclusion matters and reasonable efforts cases. In the last year, these have included the Bargaining Unit Integrity policy dispute, psychiatric hospital divestments, establishment of LHINS and the federal government's Labour Market Development Agreement.

TARA IRWIN, Project Officer, holds a BA in Psychology from McMaster University and a Master's in Industrial Relations from the University of Toronto. She joined AMAPCEO in April 2005, after working as a compensation analyst in the automotive

industry and in job evaluation with the U of T HR Department. Tara also has experience as a board member of Distress Centre Hamilton. In her first year at AMAPCEO, Tara has focused on the joint job evaluation project, but also works on job jurisdiction-exclusion matters and reasonable efforts cases, including the Bill 7 negotiations, the divestment of positions in Public Infrastructure Renewal and the possible divestment of Corporate Tax Policy to the federal government.

BURKE MOFFAT, Labour Relations Specialist, has been with AMAPCEO since March 2000, after obtaining a BA in Political Science from the University of Toronto and working as an organizer at several unions. He first worked for AMAPCEO on mobilization during bargaining, was later hired as a Project Officer and, more recently, was promoted to Labour Relations Specialist. Burke worked on the major policy dispute that AMAPCEO filed over the recognition clause (now resolved) and is also involved on the job evaluation project, the Bargaining Unit Integrity dispute and other exclusion-job jurisdiction matters.

LIZA PAPANIKOLAOU, Communications Officer, graduated from the University of Western Ontario with a BA in Comparative Literature and holds a post-graduate certificate in corporate communications from Seneca College. Before joining AMAPCEO in April 2002, Liza worked in communications at Super-Build and in both the private and broader public sectors. Liza is responsible for writing material for this newsletter and other publications, for maintaining and developing our website, for organizing the Annual Delegates' Conference and for helping to develop communication strategies. She is also responsible for recruiting members to sit as AMAPCEO representatives on local joint health and safety committees.

AMAPCEO Staff News

Congratulations (and a welcome) are in order for three AMAPCEO staff members. **JONATHAN CARSON**, Research Officer, presented a paper at the annual meeting of the Canadian Political Science Association, held in June at York University. His paper, "The Need for Whistleblowing Legislation in Canada: A Critical Defence", is available on the CPSA website: <http://www.cpsa-acsp.ca/papers-2006/Carson.pdf>.

TARA IRWIN, Project Officer, has been accepted for a four-month internship at the International Labour Organization in Geneva, Switzerland. The ILO is a United Nations agency operated jointly by governments, employers and labour unions. Tara will be on leave from her position at AMAPCEO from mid-July to mid-December.

Finally, welcome to **SARAH DECLERCK**, who is working in the AMAPCEO office as a part-time Project Officer over the summer. Sarah is completing her M.A. in Labour Studies at McMaster University and has extensive experience in labour relations, including working with PSAC, UNITE-HERE and CUPE. She will be working on a number of projects in the Operations and Planning Unit, including organizing and membership development initiatives.

Briefly Noted

Employees Can't Leave Work Behind on Vacation

Just a friendly checklist reminder of what *not* to do while you're on vacation this year: do not check your e-mail, do not check your office voice-mail, do not bring work to the beach and do not take any phone calls from the office!

In a recent survey by on-line job site CareerBuilder.com, about one quarter of employees polled plan to work while on vacation this year.

Sixteen per cent of the 2,500 workers surveyed said they feel guilty about missing work while on vacation, while seven per cent actually feared that time off could lead to unemployment.

Among those who *do* want to enjoy uninterrupted time off, the survey found that some workers are willing to lie about their accessibility at vacation destinations.

[Source: *Globe & Mail*, June 9, 2006]

Twenty Per Cent of Canadians Now Work Weekends

The International Labour Organization reported recently that one in five Canadians now regularly work on Saturdays and Sundays, up from eleven per cent fifteen years ago. The study was conducted by Professor Isik Zeytinoglu of McMaster University's business school, who noted that the study probably under-reports the number of workers who actually work on the weekend, because it does not capture those who take work home with them or who stay connected through computers, Palms, Blackberries, pagers or cell-phones. "We know that weekend work seems to have encroached on all parts of society in all types of jobs," he told *The Globe and Mail* last month. It is well documented that shift work, weekend work and long hours can lead to increased levels of stress, particularly if employees cannot accommodate family or personal needs and particularly if vacations and other breaks are consistently delayed or never taken.

[Source: *Globe and Mail*, June 15, 2006]

"Take Back Your Time" Running Out of Time?

"Take Back Your Time", in addition to being a catchy slogan, is an initiative based in Washington to challenge the North American focus on overwork and to promote a broader discussion among policy makers, employers and employees

on ways to find a greater balance between work and family/personal life.

We first mentioned this organization in our June 2003 edition, shortly after the campaign was launched in April of that year. Workers in the United States work 1,978 hours annually, nine weeks longer than in most Western European countries. October 24 was designated as Take Back Your Time Day because it is nine weeks from the end of the year and draws attention to the difference between the U.S. and Europe.

Unfortunately, just three years after its founding, the TBYT organization is having trouble attracting major foundation support and is seeking more individual donations in order to keep operating its website, publishing its newsletter and organizing events.

More information on the TBYT and its work is available at www.timeday.org.

ADULT PLAYGROUND RULES



**NO LAPTOP OR CELL PHONE
USE ALLOWED.**



**NO WORRYING ABOUT
DEADLINES.**



NO BUSINESS SUITS ALLOWED.



NO BUSINESS MEETINGS.



TAKE BACK YOUR TIME

**RECESS ISN'T ONLY FOR KIDS
WWW.TIMEDAY.ORG**

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AMAPCEO, established in 1992, is the
second-largest bargaining agent in the
Ontario Public Service, representing over
8,500 professional and supervisory civil
servants who work directly for the
Government of Ontario in every ministry
and in a number of agencies, boards and
commissions.

AMAPCEO Board of Directors

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Linda Sullivan

New Health & Safety Representatives Appointed

On behalf of the Board of Directors, the Health, Safety & Wellness Committee has appointed the following six AMAPCEO members to two-year terms as Health & Safety Representatives.

Health & Safety Representatives sit on local joint health & safety committees with employer representatives and members nominated by other bargaining agents. The new appointees are:

MARIA CAPOBIANCO	Economic Development & Trade, Toronto 900 Bay Street, Hearst Block, 3rd Floor
JIM COLLINS	Government Services, Toronto 155 University Avenue, 9th Floor
CONRAD DEBARROS	Environment, Kingston 133 Dalton Avenue
DAVID PLUMPTON	Government Services, Toronto 155 University Avenue, 11th Floor
SIRRA TOSSAVAINEN	Community Safety & Correctional Services, Toronto 595 Bay Street, 8th Floor
TIM UUKSULAINEN	Community Safety & Correctional Services, North Bay 200 First Avenue, 3rd Floor

A complete list of AMAPCEO's 105 Health & Safety Representatives appears on the Website. Anyone interested in becoming a Health & Safety Representative is encouraged to contact **LIZA PAPANIKOLAOU** at 416 595 9000 (ext 2725) or by e-mail at <lizap@amapceo.on.ca>. For more information on health & safety issues, please visit the health and safety section of the AMAPCEO website.

Thanks and Goodbye to Drew McGinn

Drew McGinn retired last month from the OPS after many years of service in the Ministry of Community Safety and Correctional Services, including a long stint as an AMAPCEO activist. Drew has been a member of the Board of Directors, chair of the North Bay Chapter, a delegate to the ADC and, more recently, AMAPCEO co-chair of the MCSCS AMERC. Many thanks, Drew, for your work on behalf of AMAPCEO colleagues in North Bay and throughout the province.

Operation Information Update...

Continued from page 1

into the next phase of bargaining. We will also be using this operation as an opportunity to reach out to the small number of those we represent who have not yet signed up as members (often because they assume they are already members by virtue of paying dues).

We will be making a concerted effort this summer and fall to contact you to fill in the missing information or to get updated information as the case may be. So please respond if our staff are trying to reach you. The more accurate our records are, the better we can keep you up to date and the better we can represent your interests. By the way, if you are interested, AMAPCEO has a privacy protection policy with respect to member records, which is posted on the website. Just scroll down the index on the left margin of the home page, click on "Documents and Forms" and select "Privacy Policy and Form".