

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

Association of Management, Administrative and Professional Crown Employees of Ontario

www.amapceo.on.ca

Has Your Address Changed?

If your home or work contact information (address, phone, e-mail) should change, please be sure to make the change first in your WIN account. Then, let AMAPCEO know by sending an e-mail to Keisha Ferguson (at ferguson@amapceo.on.ca) or fill out the form on our website (click on "Address Change" on the home page). Unfortunately, notifying AMAPCEO alone without making the change in WIN will not work, since our data base is automatically updated with your WIN contact information when we receive our monthly dues remittance from the employer.

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A Disappointing Start to Collective Bargaining: Employer Antics and Schizophrenia

Report from the AMAPCEO Bargaining Team

Bargaining for a new collective agreement began in April with the exchange of proposals between AMAPCEO and our employer. Unfortunately, the negotiations got off to a rocky start as a result of two disappointing and surprising moves by the employer.

The first surprise was the employer's demand for concessions in the area of job security.

The employer is proposing that the critical job security entitlements negotiated with the Mike Harris government in 1996 be given up. This includes an end to the right to enhanced severance, to pension bridging and to Factor 80 for surplus employees.

It is difficult for us to take these extreme proposals seriously. They would take away hard won employee entitlements that have been an entrenched part of the job security system in the OPS for a decade. AMAPCEO set the standard for job security for the OPS in 1996. The employer must know that AMAPCEO employees are not about to lead a retreat with concessions on job security now, and that if the employer pursues these proposals it will sacrifice any residual goodwill it has with our members for a long time.

The other major surprise was the employer's attempt to table the possible threat of job sanctions, which occurred literally during the very first substantive bargaining session.

To explain this, we need to review how the negotiating framework in the OPS works. Before one of the parties can move to a lockout/strike position, and before the employer can unilaterally impose different terms and conditions of employment, the process stipulates a timetable with a number of distinct stages. One of these is that, before the right

to lockout or strike is triggered, there must be an "Essential Services Agreement", or ESA, which identifies those "essential" employees who must continue to work during any lockout or strike in order to provide essential public services.

AMAPCEO has always opposed this system of lockouts, strikes and unilateral imposition, a system that was introduced by the NDP to please OPSEU in the early 1990s. We have always favoured a system of dispute resolution based on fair and independent binding arbitration.

Indeed, this was the system in place in the OPS for decades, and it prohibited lockouts, strikes and unilateral imposition. Most other civil servants in Canada have access to arbitration to resolve collective bargaining impasses, but this government stubbornly opposes that common sense, constructive and non-confrontational approach.

In the last round of bargaining (which concluded just one year ago in May), the employer agreed with our proposal to defer any discussions regarding an Essential Services Agreement. Ultimately, no such discussions were necessary because the parties were able to agree on a new collective agreement without the need for, or even the threat of, sanctions. Our position then, and now, is that we should spend our time dealing with the substantive merits of bargaining, and not with who will work during a lockout or strike that AMAPCEO members never want to happen.

This year, however, the employer tried to table its essential service proposals during the first

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AMAPCEO Health and Safety Representatives Hold First Province-Wide Meeting

The first meeting ever of AMAPCEO's health and safety representatives was held on Wednesday, April 26. Of 96 reps on local joint health and safety committees, a total of 80 attended the meeting, which was intended as an opportunity for members to exchange information about their experiences and challenges in the OPS workplace.

President **GARY GANNAGE** welcomed members to the session, noting that health and safety issues have become increasingly important to the membership, as evidenced by our membership surveys, e-mails to the office and comments at meetings. There is now a greater realization that health and safety hazards can be found in office settings, as well as in industrial and construction worksites, and members have a legitimate expectation that their bargaining agent will represent their interests in these matters.

It was discovered that just over one-quarter of AMAPCEO representatives have had some level of health and safety certification training and that ten of the 18 staff in the AMAPCEO office have had Level II certification training. There was agreement that the Association would explore training options for its members, including online training programs. In addition, it was suggested that AMAPCEO could usefully conduct research into best practices elsewhere in terms of how to publicize employee rights and obligations, how to educate employees and how to sensitize individual workplaces where specific issues have arisen.

Among other issues discussed:

- It was suggested that the health and safety legislation needs to be modernized to permit building-wide health and safety committees for multi-employer workplaces, since health and safety hazards in one worksite often have an impact on other sites in the same building. In the meantime, we should explore better communication links between health and safety committees in the same building so issues raised by one committee are shared with others.



AMAPCEO Health and Safety Representatives

- Travel in extreme conditions, such as in the winter or in remote communities was identified as an issue that requires clearer policies and advice.
- The lack of sick rooms in workplaces (or the lack of access to them where they exist) was noted as a problem. A related issue is the need to let each workplace know what safety and first aid equipment should be required in each location.
- There is an expectation that every workplace should have an emergency preparedness plan, not just to deal with pandemics but also other crises that might emerge.

- It is important to develop a clear protocol and guidelines with respect to the purpose and process of workplace inspections by members of the health and safety committee, including, for example, how long to wait for a response after filing a report.

- What is the liability of members of a health and safety committee in terms of potential

negligence (under the Criminal Code amendments of Bill C-45)?

- Fragrances in the workplace have become a more frequent issue.
- How can we be more proactive in bringing positive suggestions to our members about healthy lifestyles, practical advice on how to avoid and manage stress, perhaps utilize our website and newsletter in this regard.
- Ergonomics is a big issue and employees often don't know that they are entitled to assessments and proper furniture and equipment to do their jobs.

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AMAPCEO Submits Brief on PSA Reform

The government has indicated that it intends to reform the *Public Service Act (PSA)*, which is the legislation that sets out the framework for the Ontario Public Service. The purpose of the review is partly to strengthen accountability and transparency, in order to restore public trust in governments in the wake of the Gomery Commission, and partly to update a statute that was first enacted in 1878, thereby addressing a component of the government's modernization agenda.

A consultation paper was released in March by the Ministry of Government Services outlining a number of areas under review, including whether the PSA should: define a statement of purpose for the Act; affirm the merit principle; include a code of conduct for public servants by addressing conflict of interest and post-service activities; clarify political activity rights for public servants; include a code of conduct for ministerial staff; codify whistleblower protections; and clarify the scope of the Act, e.g., how far it should extend to cover agencies, boards and commissions.

AMAPCEO's brief was submitted to MGS on May 1st and was posted the same day on the Association's website. Among other things, we call for a Public Service Charter that would: outline public servants' rights and obligations; declare the OPS to be apolitical and non-partisan; and codify the merit principle. Like the U.K. Civil Service Code, our proposed charter would impose an obligation on ministers and their staff to give fair consideration and due weight to advice from civil servants and would prohibit ministers and their staff from using public servants for partisan political purposes.

As members will know from previous issues of this newsletter, we have been urging the government for some time to proclaim the existing whistleblowing provisions in the PSA (enacted by the Legislature in 1993 but never implemented). Our analysis has determined that the Ontario provisions are superior, on almost every measure, when compared with other jurisdictions and our submission recommends retention of the basic process contemplated in 1993, with some fine-tuning to improve and strengthen it.

Members are encouraged to read the submission and let us know if you have any additional comments or suggestions. Please feel free to contact **MICHAEL MOURITSEN**, Director of Operations and Planning (by e-mail at <mouritsen@amapceo.on.ca> or at extension 2724), if you would like further information about the submission or any of its recommendations.

Agreement Benefits MOHLTC Regional Office Staff

An agreement was announced on April 26 that resolves a number of issues affecting members in the Ministry of Health and Long-Term Care (MOHLTC).

Readers will recall from the last issue of *AMAPCEO Member News* that our colleagues who work in regional offices of MOHLTC were notified in January that the offices are scheduled to close by March 2007. Approximately 190 AMAPCEO-represented employees work in those offices, which are located in eleven communities across the province. This closure is part of the ministry's current transformation, which includes the establishment of fourteen Local Health Integration Networks (LHINs) as arm's length agencies, operating outside the OPS but taking over responsibility for day-to-day management of the health care system at the local level.

A subcommittee of the ministry's AMERC (AMAPCEO-Ministry Employee Relations Committee) was struck to monitor the transformation and ensure ministry compliance with the provisions of the Collective Agreement. AMAPCEO President **GARY GANNAGE** co-chairs the subcommittee with **DOROTHY MAHONEY** of MGS. **MICHELE HAMILTON** and **MATTHEW HILL** participate from AMAPCEO's staff.

Following a survey to determine the preferences of affected employees, the parties worked out an agreement that has three basic components: a job fair process in which regional office employees can explore their interest in working for a LHIN; an in-placement process to accommodate those employees who want to remain in the OPS; and assistance to enable those who wish to leave the OPS to do so. Employees moving to a LHIN or leaving the OPS will receive their severance entitlements under the Collective Agreement.

In a teleconference for regional office staff on April 27, members expressed appreciation and gratitude to the Association for the detailed attention to their circumstances and for respecting their individual preferences. Gary Gannage, noting that the subcommittee will continue to meet to monitor the implementation of the agreement, hailed the collaborative approach that made the agreement possible, suggesting that it was a model for future transformation initiatives both within and beyond the Ministry of Health and Long-Term Care.

Status of Job Evaluation

Last November, AMAPCEO and the employer announced that the revised target date for completion of Phase 3 of the job evaluation project was to be March 31, 2006, by which time employees and managers were to review and comment on a draft job description, which would then be finalized and evaluated. Unfortunately, the parties have temporarily suspended work on Phase 3, primarily over the lack of an agreement on a dispute resolution mechanism for both the initial evaluation of jobs and for classification disputes after the project has been implemented. We expect that we will be able to resume our collaborative work with the employer once we reach agreement on these two issues, and then announce a revised target completion date for Phase 3. Please watch our website for more details.

Book Review

Canada's Top 100 Employers

By Richard W. Yerema
(Webcom, 2006, 400 pages)



Every year, Mediacorp Canada Inc., a publisher of job-hunting periodicals, produces a survey called *Canada's Top 100 Employers*. The findings are summarized in Macleans magazine in the Fall, with a more detailed presentation that follows later in book form. To develop its list, Mediacorp examines the recruitment histories of over 55,000 employers across Canada and then invites 7,500 to participate. A total of 1,200 finalists accepted the offer for the 2005 cycle.

Employers complete an extensive application form that includes a thorough review of their operations and human resources practices. Mediacorp's objective is to uncover the best employee perks, benefits and HR practices. Internal grades are assigned to the following seven key areas:

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- Physical Workplace
- Work and Social Atmosphere
- Health, Financial & Family Benefits
- Vacation & Time Off
- Employee Communications
- Performance Management
- Training & Skills & Development

The book also illustrates each employer's charitable efforts and community involvement. From previous outstanding employers, a correlation was noticed between community or charitable work and how an employer treats its own employees. It seems that employers who take an interest in bettering their community create a better work environment for their employees.

This year, the author also noticed a key emerging issue – the increasing role that demographics are having on the benefits being offered by top employers. More attention is being paid to issues such as leave to care for elders, retiree benefits and salary top-up for compassionate and parental leave.

In choosing the finalists, each employer is compared to others in its industry and those with the best overall practices emerge as the winners. The common thread that runs through all the finalists is that each is a leader in its industry. Mediacorp stresses that its list is not a ranking, since the employers represent a variety of industries and sectors (both private and public sectors) and range from large to small. The annual exercise has also spawned a number of Mediacorp spinoffs, including *Canada's Top Ten Family Friendly Employers* (featured in *Today's Parent*), *Canada's Top 10 Employers for Young People* (in *Dose*) and *Canada's Top 10 Diversity Employers* (new this year).

The mission to find the best employers is competitive: Hewitt Associates, a human resources outsourcing and consulting service company, produces a separate annual list of the "50 Best Employers in Canada", with results published in the *Globe and Mail's Report on Business Magazine*. This survey is restricted to employers with at least 400 employees – all from the private sector – and, unlike the "Top 100" list, those who make the "50 Best" list are ranked, using the following criteria: inspired leadership; unique culture; focus on growing talent; strong sense of accountability; aligned HR practices and excellent execution.

The most recent addition to this mini-industry of rankings is the "Best Workplaces in Canada 2006", which was published in April in *Canadian Business* magazine. This list was prepared by the Great Place to Work Institute, a U.S.-based organization with a new Canadian affiliate headed by Graham Lowe (who writes on healthy workplaces) and Joanne McKechnie. The list contains 30 employers who are ranked based primarily on their responses to a trust index and a culture audit, both of which are unique to the institute.

While these annual lists probably raise more questions than they answer, their value, perhaps, lies simply in the publicity they give to the need for employers to focus on their employees and their HR practices. While we might wonder how some firms make the lists (e.g., Wal-Mart is apparently one of the "50 Best"), the attention to this subject is long-overdue. Further information on Canada's Top 100 Employers can be found at www.canadastop100.com and on the 50 Best Employers at www.hewitt.com/bestemployerscanada. The Best Work Places in Canada list can be viewed at: www.greatplacetowork.ca/best/list-ca.htm.

Labour Left Out: Canada's Failure to Protect and Promote Collective Bargaining as a Human Right

By Roy Adams
(Canadian Centre for Policy Alternatives, 2006).

Roy Adams, a retired McMaster business professor, has written about the failure of Canadian governments to protect and promote the collective bargaining rights of both unionized and non-unionized employees in Canada. He argues that, far from promoting free collective bargaining, governments have repeatedly violated it by breaking strikes and imposing contract settlements, acts that have been condemned by the International Labour Organization (ILO).

Adams' book is described by the publisher as "essential reading for all Canadians concerned about workers' rights and government failure to protect them". Further information may be obtained from www.policyalternatives.ca.

MCP Compensation Now Entirely Discretionary

Last October, OPS employees in the Management Compensation Plan (MCP) were notified that they would no longer receive automatic across-the-board salary increases each year but, rather, their annual compensation would be entirely discretionary, based on whether they met their performance commitments. MCP employees typically hold similar classifications to AMAPCEO employees but are excluded from representation by AMAPCEO because they either manage employees or work as HR or labour relations specialists. The MCP group will now be treated like the Senior Management Group (SMGs), whose compensation was already performance-based.

Under the new process, the Minister of Government Services decides the rate of increase for each year for the four categories of performance – one rate for MCP managers and another for MCP specialists: exceeded key performance commitments; met all key commitments; met most key commitments; or did not meet key performance commitments (0%). For the period September 1, 2004 through March 31, 2005, managers received 8% for exceeding, 5% for meeting all and 2.5% for meeting most commitments; specialists received 6.5% for exceeding, 4% for meeting all and 2% for meeting most commitments.

Each MCP employee is required to have a performance development plan and each supervisor must conduct an annual performance rating based on the individual's performance in relation to the plan. An additional wrinkle, however, is that it is mandatory that no more than 20% of MCP employees within a ministry be in the "exceeded all commitments" category, with the following distribution "guidelines" for the rest: 65% "met all commitments"; 10% met most; 5% did not meet key commitments.

As you might imagine, many of our MCP colleagues are not happy with the new system, particularly with the lack of across-the-board inflationary protection. One memo from a regional director, writing about his MCP staff, described "a mood of frustration, anger and resentment [with] the compensation package and the complicated approach involved in its implementation, especially in light of the provisions awarded to bargaining agent employees", including overtime and payment for travel time, for which MCP employees are not eligible. Another memo from an MCP manager declared that "the OPS is out of step with fiscal realities and salary and hiring practices of the general working community. This will not encourage staff to enter or even consider entering the management ranks. The OPS is now perceived as not a place to seek employment and this [new MCP compensation system] truly reinforces this perception".

AMAPCEO cannot, of course, negotiate on behalf of MCP employees; we must bargain the best provisions we can for our members, by defending what we have and striving to make improvements. In so doing, we believe we are enhancing the recruitment and retention strategies of the OPS and, thereby, strengthening our ability to become a workplace of choice.

Results of Spring Elections

Nominations closed at 12:00 noon on Friday, April 21, for a number of representative positions in eight Chapters.

Three Chapter Chair positions have been filled through election by acclamation. **SHARYN BIR**, former chair in the Consumer and Business Services Chapter, was elected chair of the new MGS Chapter (including the former CBS and MBS); **GRAHAM HOWE** is the new chair of the OMAFRA/Guelph Chapter; and **SIOBHAN FARRELL** is chair of the Northwest Ontario Chapter.

Twelve delegates to the Annual Delegates' Conference were also elected by acclamation: **LINDA BALLANTYNE**, **TERRY RYAN**, **T. J. SAROYA** and **GERRY WHITTAKER** in MGS; **ANNE-LUISE WINTER** and **JOHN YUDELMAN** in MOHLTC-Health Promotion; **ARLENE ROBERTSON** and **MARY-JO GORDON** in OMAFRA/Guelph; **GLENN SPEIRS** and **PATRICK MORASH** in NW Ontario; **MARIE-DIANE DODD** in Ottawa; and **SHERRY FLOOD** in the Sudbury/MNDM Chapter.

The Annual Delegates' Conference this year is scheduled for Friday and Saturday, December 1 and 2, in Toronto.

A few positions are still vacant and will re-open for nomination in the Fall election cycle, along with positions in the other Chapters that hold their nomination and election process in September: Chapter Chair in the Culture, Citizenship, Immigration, Tourism and Francophone Affairs Chapter; four delegates in the Energy, Environment and OCWA Chapter; three delegates in MOHLTC/Health Promotion and one delegate in Guelph/OMAFRA.

The Fall nominations will open on August 29 (watch for website and e-mail notices) and nominations will close at noon on Friday, September 29.

Congratulations to the three new Chapter Chairs and the new delegates. Your colleagues appreciate your willingness to assume these responsibilities. You are joining (or rejoining in the case of those who were re-elected) almost 300 AMAPCEO members who are serving as Association representatives in various capacities across the OPS.

Briefly Noted:

It Could be the Building or ...

A major new study of British civil servants suggests that bad bosses may have more to do with symptoms that are often associated with “sick building syndrome”. The study’s findings suggest that there may be a stronger psychosocial component to indoor air quality than previously suspected.

Researchers at the University College London Medical School designed the study to look at sick building syndrome. According to Mai Stafford, one of the paper’s authors, “The nature of the work – in terms of job stress and job demands, having control at work and having supportive colleagues and supervisors – was much more important for health symptoms than physical conditions.” She concluded that when complaints of “sick building syndrome” arise, management might want to look at how they treat employees and not just at the ventilation system. Considering that most people spend eight hours a day or longer at work, a stressful relationship with one’s supervisor can have a hugely negative impact on an employee’s health.

[Globe & Mail, April 5, 2006]

Membership Meetings

President **GARY GANNAGE** attended a total of seventeen membership meetings across the province during February, March and April, speaking with members about bargaining, job evaluation and other issues. Still to come is the Kingston Chapter meeting, scheduled for Thursday, May 11, from 5:00 – 7:00 p.m., at Mino’s Uptown Village, 2762 Princess Street, Kingston. In addition, a teleconference for those who work in locations where it was difficult to attend the meetings will also be held in May; please check for an e-mail alert with details.

Staff News

Welcome Back, Burke Moffat!

AMAPCEO welcomes back **BURKE MOFFAT** to his position as Labour Relations Specialist in the Operations and Planning Unit. Burke returns this month from parental leave that began last Fall after the birth of his second son, Oscar. Before he left, Burke was heavily involved in the job evaluation project and job jurisdiction issues.

Introducing the AMAPCEO Administrative Team

AMAPCEO Member News is pleased to continue its occasional series profiling the Association’s employees who work on your behalf at the AMAPCEO office, which is located at the corner of Yonge and Dundas Streets in Toronto. In last June’s issue, we described the work of the Dispute Resolution Unit and introduced readers to the five Dispute Resolution Officers and the unit’s director, Rob Smalley. This month’s profile will focus on the staff in the Administrative Unit, who provide both members and AMAPCEO staff with the human and financial resources, physical facilities, technological infrastructure and information systems needed to carry out the organization’s work on behalf of 8,500 members across the province.

Leading a team of six administrative staff is **ANGELA STEWART**, Director of Administration. She has been with AMAPCEO since 1996, after graduating from the University of Windsor and working briefly at EDS Canada. Angela’s responsibilities include researching and advising on, and supervising, all financial, technical, administrative and HR needs of the office to ensure that AMAPCEO runs smoothly and effectively. Angela works closely with the Treasurer in preparing and monitoring AMAPCEO’s annual budget and provides staff support to the Finance Committee and the Audit Committee.

FARRAH CHARANIA KARIM, Senior Administrative Officer, co-ordinates the HR, financial and IT functions. Farrah joined AMAPCEO in 2000. A graduate of Dalhousie University, Farrah is on maternity leave until August. While she is away, Farrah’s responsibilities are being carried out by **SANDRA FRANCIS**, on leave from her position in the HR Branch of the Ministry of Community Safety and Correctional Services.

KEISHA FERGUSON joined the AMAPCEO staff in August 2003. Before joining AMAPCEO, she worked at CIBC Mellon in database management. As Administrative Assistant, Membership Support, Keisha maintains the AMAPCEO membership database and is currently working on upgrading the system to serve our members better.

LINDA MALHANS, Receptionist-Secretary since 2004, recently graduated from York University. Linda provides support for a number of administrative functions in the office and, most importantly, is the first point of contact for many members who call, fax or e-mail AMAPCEO.

MEGAN MASON, Administrative Assistant, Board and Committee Support, has been with AMAPCEO from the very beginning. Starting as a volunteer, she became the first full-time employee in 1992. Before joining AMAPCEO, Megan worked for a group of medical supply companies. Megan is responsible for coordinating the logistics of AMAPCEO governance meetings (ADC, Provincial Council, Board and committees) and liaising with representatives regarding their travel, accommodation and leave requirements.

ALEKSANDRA OSVALD was appointed Administrative Assistant, Financial Support in November 2002. A graduate of York University, Aleksandra previously worked as a database coordinator at CCH Canadian Limited. Her responsibilities with AMAPCEO include: preparing all payable invoices and expense claims and assisting with AMAPCEO’s financial reporting.

Ministry Restructuring Leads to Chapter Restructuring

The number of AMAPCEO chapters was reduced from 24 to 23, and a few chapters have new names, in response to last year's restructuring of ministries by the Ontario government. Decisions were finalized by the Provincial Council at its meeting on April 26.

With the merger of the former Ministry of Consumer and Business Services and Management Board Secretariat into the Ministry of Government Services, the separate CBS and MBS Chapters have been merged into an MGS Chapter. Members who were moved as part of that restructuring from MBS to the Ministry of Finance now belong to the Finance Chapter.

Other changes include:

- Members in the Ministry of Public Infrastructure Renewal will become members of the Municipal Affairs & Housing/Public Infrastructure Renewal Chapter;
- Members in the Ministry of Research and Innovation and Democratic Renewal Secretariat will become members in the MEDT/Intergovernmental Affairs/Research and Innovation Chapter;
- Members in the Ministry of Health Promotion will become members of the MOHLTC/Health Promotion Chapter;
- Members in the Ontario Secretariat for Aboriginal Affairs will become members in the Attorney-General/OSAA Chapter.

AMAPCEO members are assigned for representation and electoral purposes to one of 23 chapters based on where they work. Although there are some exceptions, in general, members working in the Greater Toronto Area, including York Region and Simcoe County, participate in a chapter corresponding to their ministry. Outside the GTA, members are in regional chapters: four in the north, three in the east and three in the southwest.

New Workplace Representatives Appointed

The AMAPCEO Board of Directors has appointed the following nine AMAPCEO members to two-year terms as Workplace Representatives following their successful completion of workplace rep training on March 30.

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:

KIM BLACKMORE	Economic Development & Trade, Toronto
BEN CAMPBELL	Environment, Toronto
JERI-LEE DOYLE	Community Safety & Correctional Services, North Bay
MARY LOU EVANS	Culture, Toronto
MURRAY GAUDREAU	Education, Toronto
MARY-JO GORDON	Agriculture, Food & Rural Affairs, Guelph
KEVIN PASSAFIUME	Intergovernmental Affairs, Toronto
CINDY ROSOLOWICH	Tourism, Toronto
ELAINE WU	Labour, Toronto

A complete list of AMAPCEO's 108 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 25th Year Reunion Update

As previously announced, all employees who have ever worked at the Macdonald-Cartier Building in Kingston are invited to a 25th year reunion celebration that is being planned for September 2006. Recreational activities are being organized starting at approximately 1:00 p.m. on September 16, followed by dinner at 7:00 p.m. at the Kingston Italo-Canadian Club. A brunch will be held on September 17 at a location to be determined. Tickets for the dinner are \$25 each and a reunion cookbook featuring recipes from MCB staff is being sold at \$8.00 per copy. If you are interested, please order tickets soon, so the organizers can finalize arrangements. Only 300 dinner tickets are available and, if you are planning to stay overnight in Kingston, book early, since the Queen's University Homecoming is taking place the same weekend. For more information, and to order dinner tickets and cookbooks, please contact the organizing committee c/o **NELLA BELCASTRO** at either 613-548-6670 or by e-mail at <nella.mcb@gmail.com>.

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A Disappointing Start...

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day of bargaining. We viewed this move as unnecessarily adversarial and confrontational. The only reason for the employer insisting on an Essential Services Agreement is to trigger the steps necessary to move to a lockout or a unilateral imposition or to threaten us with those sanctions.

We immediately returned the employer's essential service proposals (contained in two large binders) to its bargaining team, and told them very clearly that AMAPCEO employees are not interested in engaging in lockouts or strikes.

At the same time that the employer was engaging in these twin bargaining antics, it was also emphasizing, in its opening statement at the bargaining table, that it wants the highest quality, cutting edge civil service. It aspires to be *the* employer of choice for employees. It wants to be progressive, fair, dynamic and creative. It wants to renew and revitalize the OPS for the future.

Does this employer not understand that you can't speak like Dr. Jekyll and act like Mr. Hyde? You cannot claim that you want to become an employer of choice, and to renew the OPS for the future, while *at the same time* trying to claw back the rights of AMAPCEO employees and threatening us with job sanctions.

We will continue to judge this employer by what it does and by what it actually proposes, not by its glossy vision statements and bold human resource frameworks.

Meetings between the two bargaining teams continued through April and many dates are scheduled in May. What we want to do is to bargain a new collective agreement, responsibly and consistent with the employer's own commitment to becoming an employer of choice. And if the employer acts reasonably and fairly, and consistent with its own professed values, it will find itself, as always, with a responsive and business-like partner in AMAPCEO and in all of our members.

[This year's bargaining team consists of Janet Davies, Gary Gannage, Conrad Marier, Adam Socha and, as chair, Robert Stambula.]

AMAPCEO Health & Safety Representatives...

Continued from page 2

- Although resolving serious health and safety hazards, particularly environmental problems, often take a long time, the importance in moving quickly to document cases was stressed, since people continue to be exposed to dangerous conditions while investigations are occurring. These can be life and death issues.
- Since symptoms from exposure to toxic materials can sometimes take a long time to show up, it is important to fill out the appropriate WSIB report forms whenever exposure is suspected in order to document all incidents.

The session concluded with the observation that there were a lot of common issues that members had identified, that we don't need to re-invent strategies given the best practices and other knowledge that is already readily accessible and that we should use technology to try to make the health and safety universe within AMAPCEO smaller.

The list of AMAPCEO health and safety representatives is posted on the website. If you do not have a health and safety representative for your work area and would like to volunteer, please contact **LIZA PAPANIKOLAOU** (lizap@amapceo.on.ca or by phone at extension 2725), who is responsible for recruiting health and safety reps. As we work systematically through our list of vacancies, Liza may contact you and your colleagues asking for volunteers. To find out more information, please consult the health and safety section of our website.