

# AIMIAPICIEIO MEMBER NEWS

Association of Management, Administrative and Professional Crown Employees of Ontario

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

## A Few Reminders

### Great-West Life Claims

**Deadline:** Just a reminder that all Great-West Life claims for expenses incurred in 2006 must be *received* by Great-West no later than December 31, 2007, i.e., the end of the year following the calendar year in which the expense being claimed was incurred. Each year, AMAPCEO is contacted by members who have missed the deadline, so if you are sitting on unfiled claims for 2006, please fill out the forms and submit them so they arrive at the Great-West offices by the end of this year.

### Check your WIN

**data:** Please check your WIN account to make sure your home and office contact information (address and phone number) are accurately recorded. Not only does the employer rely on this information to send you important information (the T-4 slip is probably the next major mailing), but AMAPCEO also depends on the WIN information to update our membership records so we can contact you when necessary.

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## Welcome to Our New Bargaining Unit and An Update on Job Evaluation

Gary Gannage, President

As members know, AMAPCEO was a strong advocate for restoration of successor rights to the Ontario Public Service, in order to ensure that colleagues who are divested to non-OPS employers would be able to retain the protections of their collective agreement and their bargaining agent if they choose to move to the new employer.

The first divestment to occur after successor rights legislation was proclaimed was the transfer of about fifteen jobs in the Office of Child and Family Service Advocacy in the Ministry of Children and Youth Services to a newly-created independent office of the Legislature called the Office of the Provincial Advocate for Children and Youth (PACY). Most of the employees were represented by AMAPCEO before the transfer. Unfortunately, the Interim Provincial Advocate challenged the application of successor rights, making what should have been a smooth transition for the affected staff into an adversarial process.

As it turned out, AMAPCEO, with the support of the affected members, fought back and won: the Chair of the Ontario Labour Relations Board ruled that successor rights clearly applied to this divestment and, in a subsequent vote in November, members overwhelmingly voted to choose AMAPCEO as their bargaining unit. The vote also facilitated the inclusion in the new bargaining unit of the employees whose positions were formerly represented by OPSEU, which had abandoned its successor rights in favour of AMAPCEO.

We have given notice to bargain a new collective agreement in our new bargaining unit – the first to be represented by AMAPCEO

outside the OPS. Our members in the PACY will carry on their important work of advocacy on behalf of children and youth without having to worry about their job security or working conditions. We look forward to sitting down with the Interim Advocate and her successor to help build this office into one in which all Ontarians can be proud.

For members in our “first” bargaining unit, a quick update on the OPS Job Evaluation Project. As you know, we have been waiting for the employer to finalize job descriptions, based on comment forms that many of you and your managers submitted following the release of draft job descriptions in late 2006 and early 2007. The employer has indicated that it is now ready to release revised job descriptions and AMAPCEO and the employer have jointly agreed that *all* of the descriptions should be distributed, to enable both employees and managers one final opportunity to review the finalized job descriptions and suggest any additional changes.

This process will extend the timelines into 2008. The evaluation phase, during which we assess where the jobs fall within the eight new classification levels, will then follow. Although the delayed timelines are frustrating, we continue to believe it is more important to take the time to get things done properly than to rush it through. Our feedback from members indicates that you share that view, particularly since we were able to negotiate economic adjustments while the job evaluation project continues. Please watch for a message shortly from the JE Steering Committee on next steps.

## News from the Board and Provincial Council

In the run-up to the ADC, both the Board of Directors and the Provincial Council typically are busy finalizing reports and recommendations to be considered by the Delegates. This year was no exception, as both bodies took action on a number of items this Fall.

In September, the council, capping a year in which chapter and membership development continued to be major themes, appointed an *ad hoc* committee on chapter development and elected five members to it: **PAUL GLASS-FORD** (Sault), **BARBARA GOUGH** (Edu/TCU), **CONRAD MARIER** (Windsor), **JAMES TREGONNING** (MOHLTC & Health Promotion) and **TIM UUKSULAINEN** (North Bay). The committee was asked to return to the council with proposed strategies in early 2008.

Also in September, the council amended the by-laws to specify that AMAPCEO members in the new bargaining unit in the Office of the Provincial Advocate for Children and Youth (our first unit established outside the OPS) will be assigned to the MCSS/CYS Chapter and will be entitled to designate a member on the chapter executive committee.

As was reported in the Summer edition of *AMAPCEO Member News*, the Board of Directors tabled its strategic work plan with the Provincial Council, as usual, in the Spring. This Fall, however, as the Board was engaged in developing the draft 2008 annual budget, the Board concluded that it would make more sense for the strategic plan to be developed at the same time as or just prior to the next year's budget to enable the budget to reflect the priorities and strategies in the plan. As a transitional measure, a draft 2008 plan was tabled with the council in November, incorporating many of the elements in the 2007 plan, but setting out a more comprehensive context for the short, medium and longer terms. Please watch for more information in the next newsletter.

In November, the Board finalized for ADC approval a balanced budget for the next fiscal year, with no increase in membership dues. Thanks to prudent management, aided by revenue from membership growth, our total reserves continue to grow, as does our labour disruption fund. President **GARY GANNAGE** reported to the Board that he had written to the new Minister of Labour, **BRAD DUGUID**, to seek an early meeting to discuss, among other things, AMAPCEO's proposal that the *Occupational Health and Safety Act* be amended to prohibit workplace bullying or psychological harassment. Gannage also said he had written the new Minister of Government and Consumer Services, **TED McMEEKIN**, with a request to meet with him, too.

## Highlights from ADC Annual Reports

From the Annual Report of the Board of Directors:

**Joint Working Groups.** "Two important joint working groups were established as part of the Memorandum of Understanding (MOU) – one to study and make recommendations on psychological harassment in the workplace and one to look at ways to expand and improve alternative work arrangements in the OPS (e.g., flextime, compressed work weeks, job sharing and telecommuting). These two issues have been identified consistently as priorities by AMAPCEO members in bargaining surveys and at membership meetings over the years, and we believe the employer's agreement to work with us in this way is a significant achievement . . .

"The final working group reports, including recommendations, will be submitted to both the AMAPCEO-Central Employee Relations Committee (ACERC) and the Public Service Commission (which consists of the Secretary of Cabinet and a number of senior Deputy Ministers) – by March 31, 2008 (for the psychological harassment working group) and by March 31, 2009 (for the group on alternative work arrangements).

"Vice-President **ROBERT STAMBULA** will chair the two working groups. After issuing a call for expressions of interest, the Board of Directors struck a subcommittee to interview members who put their names forward to serve on the two working groups and it was expected that the Board would appoint the working group members [on November 21<sup>st</sup>]."

**Workplace Representatives Appointed.** "Since the last ADC, the Board of Directors has appointed 34 Workplace Representatives who have successfully completed the required training program, with the result that there are now 121 trained Workplace Representatives who are available to provide assistance to colleagues in the workplace throughout the OPS. This compares with 25 appointments in 2006 and a total of 105 Workplace Reps at this time last year (there is always some attrition due to members leaving the bargaining unit and retiring.) It is always a challenge to ensure a consistent distribution of Workplace Reps across ministries, Chapters and regions, and recruitment is being targeted at those areas that seem to be under-serviced compared with others. The Board's Workplace Relations Committee is currently engaged in a review of the current state of workplace representation, with an expectation that a final report will be available by April 2008."

## Know Your Agreement: Unhappy with Your Classification?

Although AMAPCEO is engaged in a joint Job Evaluation Project with the employer, members may not be aware that it is still possible to challenge your current classification level under the present job classification system. In fact, AMAPCEO learned recently that some employees may have been told that current classifications cannot be changed except through the JE project. That is simply not the case.

Article 15.9 of our Memorandum of Understanding specifies the process for filing a classification dispute. The article begins with this statement: "An employee who alleges that his or her position is improperly classified may discuss his or her claim with his or her immediate supervisor *at any time* [emphasis added]." The normal steps of the AMAPCEO dispute resolution process are followed to the end of Stage 2, at which point the dispute may be referred to a joint classification committee (a sub-committee of ACERC – the AMAPCEO Central Employee Relations Committee), which is authorized to make the final decision, with AMAPCEO and the employer members having an equal vote.

Unfortunately, as we have noted in the past, the *Crown Employees Collective Bargaining Act (CECBA)* denies us access to independent arbitration for classification disputes. This provision was inserted through an amendment introduced by Premier Harris's government and has not been repealed by the current government. It is one of those provisions that treat the OPS differently from every other unionized workplace in the province.

Nevertheless, the tools are there to challenge your classification level now (while the JE project continues), essentially relying on the power of persuasion, which is an art that AMAPCEO has perfected, of necessity, through past experience.

## Update on the ADC and Results of Fall Elections

Approximately 150 AMAPCEO representatives will gather on November 30<sup>th</sup> and December 1<sup>st</sup> in Toronto for the Association's 13<sup>th</sup> Annual Delegates' Conference.

The ADC is responsible for electing members of the Board of Directors, approving the annual budget, setting the level of membership dues, adopting constitutional amendments, appointing the auditors and voting on bargaining priorities. The conference consists of the nine members of the Board, the 23 Chapter Chairs and approximately 115 other Delegates, elected from Chapters on the basis of one Delegate for every fifty members. Membership growth this year has resulted in a slightly higher number of Delegates over last year.

Delegates serve a two-year term, with approximately one-half of the terms expiring annually. Most of the positions are typically filled through acclamation, although this year a mail-ballot election was required in the Ministry of Government Services Chapter, where six candidates were running to fill four open positions. (The successful MGS Delegates are **BRIAN ARDRON**, **CAROLINE CRNEKOVIC**, **JAMES LEUNG** and **FRANK TANG**; many thanks to all the voters in MGS who took the time to return ballots.)

Of 23 Chapter Chair positions, eleven had terms that continue into next year and 12 were open for nomination. At the close of nominations, there were three vacancies: Kingston, Labour and Northwest Ontario; nominations for these three vacancies will open up again in the Spring. Four Chapter Chairs were re-elected: **MICHAEL HELFINGER** (MEDT/MIA); **ADAM SOCHA** (Environment & Energy); **STAN SOSIN** (Finance & Revenue); and **STEPHEN STEIN** (Municipal Affairs & Housing/PIR).

There are five new Chapter Chairs: **THERESA ANDERSON-BUTCHER** (Sudbury/MNDM); **ALEX LAMOTHE** (who had been acting in London); **TERRY MARESCAUX** (Attorney-General and MAA); **BILL MCNAMARA** (MCSS/CYS); and **TIM UUKSULAINEN** (who had been acting in North Bay). Interestingly, two of the new Chairs have been Chairs of other Chapters but subsequently re-located to jobs in other locations: Alex was the Chair of the Windsor Chapter when he worked in that city and Bill was the Chair of the Kingston Chapter prior to his relocation to Toronto.

There were two openings on the five-member Audit Committee. By the nomination deadline, two nominations were received from **RICK BERTOZZI** (MTO Toronto) and **CYNTHIA HOULDEN** (Revenue Oshawa); in the case of Rick, a re-election.

Five positions were open this year on the Board of Directors. By the close of nominations, one nomination had been received for the position of Treasurer; **PHYLLIS WAUGH** (Revenue Whitby) was declared re-elected. Four positions were submitted for the position of Secretary, although three were subsequently withdrawn. The sole remaining candidate, **DAVE COLVIN** (MNR Sudbury) was declared re-elected.

Eight candidates were nominated for the three open positions of Director on the Board, although two subsequently withdrew. Six candidates are left in the running and an election will be held at the ADC: **KEITH BAIRD**, **FRANK CERILLI**, **BARBARA GOUGH**, **MARGARET KIPP**, **CONRAD MARIER** and **MAGGY MURRAY**. Congratulations to all those who have been elected and a vote of thanks to all candidates who were willing to put their names forward to help represent their AMAPCEO colleagues.

Please watch for the next edition of *AMAPCEO Member News* for a report on who was elected to the Board and what other decisions were made at the conference. Two keynote speakers have been invited to address Delegates: Professor **DAVID FOOT** of the University of Toronto will be speaking about demographic issues and their impact on recruitment, retention and retirement, and Professor **LINDA DUXBURY** of Carleton University will be speaking on her recent research on work-life balance issues.

## Member Profile: AMAPCEO Members in Employment Ontario

This edition of *AMAPCEO Member News* is pleased to profile those of our members who transferred from the federal government on January 1, 2007, as part of the Labour Market Development Agreement (LMDA) that was negotiated last year between the Governments of Canada and Ontario. Although the transfer has been noted in previous issues of the newsletter, we thought it would be appropriate, as we approach the one-year anniversary date, to interview some of the affected members about their experience.

Approximately 100 former federal public servants transferred into AMAPCEO positions in the Labour Market and Training Division of the Ministry of Training, Colleges and Universities (TCU). Other federal employees transferred into both OPSEU and management-excluded OPS positions. Now part of a newly-branded program area called Employment Ontario, the new staff instantly gave TCU a regional network across the province, merging federal employment and training services with the apprenticeship programs that the ministry has traditionally supported. AMAPCEO employees working outside the GTA became members of regional Chapters and those working in the GTA joined the Education/TCU Chapter.

We are more accustomed to seeing transfers *out* of the OPS, as functions have been divested recently to other employers, so it was a welcome development to finally have some employees transfer *in*. Education/TCU Chapter Chair **BARBARA GOUGH**, former London Chapter Chair **TOM BERTRAND** and AMAPCEO staffers **MATTHEW HILL** and **DON GRANT** participated in the ministry-organized orientation and welcome sessions for the new members, some of whom have now become active in the Association.

Employment Ontario is now a one-stop source of information and services for students, job seekers and employers. Responsibilities include:

- delivering employment and training services to the public across the province;
- developing policy directions for employment and training;
- setting standards for occupational training, particularly for trades under the *Trades Qualification and Apprenticeship Act*;
- managing provincial programs to support workplace training and workplace preparation, including apprenticeship, career and employment preparation, and adult literacy and basic skills; undertaking labour market research and planning.

Not surprisingly, members had many concerns when they were told of the decision to transfer their jobs to the provincial government, particularly given the differences in HR policies and benefit entitlements and the impact on their pensions. These are precisely the issues that concern our members who are divested *out* of the OPS to other employers.

**GISELE SEGUIN-LIARD**, a Programs Operations Consultant in North Bay, noted that the transition was not easy at the beginning. "We were worried of what we lost in the way of benefits (i.e., accumulated sick days, family related leaves, personal and volunteer days). A lot of us are also waiting for our pension information. That still creates a lot of anxiety because of the unknown."

**MARCO MERUCCI**, a Programs Operations Consultant based in Windsor, echoed these sentiments. "When the LMDA was announced, I had 26 years plus of public service invested as an employee of the federal government. I was not happy when I heard the news of the agreement. I fully expected my transfer to Ontario to be the beginning of the end. I must admit that my first few weeks working for Ontario were challenging.

"After a few months, problems were ironed out and staff was able to focus on delivering quality programs and services to the public," says Merucci. "I'd go on record to say that the LMDA was the best thing that could have happened to me. I find Ontario, particularly MTCU, to be a welcome change from the unwieldy federal government." Marco volunteered to become involved in AMAPCEO, recently completing the training to be appointed as a Workplace Representative.

"The transition from the federal government to the provincial government has been fantastic," explains **MAUREEN HUXTER**, a Programs Operations Consultant who works in Oshawa. "I feel very supported in my role with the province and appreciate the level of professionalism. I look forward to helping shape our new division and providing input where possible."

Senior Development Officer **CARL GULLIVER**, also in Oshawa, and **PATRICIA GRIFFITH**, an Employment Program Consultant in Toronto, both gave credit to an excellent transition program organized by the ministry, to which AMAPCEO contributed. "The transition went really well," said Gulliver, who noted that the ministry "has made us feel welcomed and provided answers to our concerns."

Through their work, AMAPCEO members in Employment Ontario help many of our fellow citizens become more employable. The merger of provincial and federal programs has contributed to more effective program delivery which, ultimately, can only have a positive impact on the lives of the individuals who rely on these services.

*This article is the sixth in an occasional series on the work of AMAPCEO-represented employees in the Ontario Public Service. Please send us your comments and suggestions.*

## Briefly Noted

### Workplace Stress Can Be Fatal

There is now evidence that job strain can increase your chances of heart disease, according to new Canadian research.

The study, published in the *Journal of the American Medical Association*, found that people who have experienced a heart attack and return back to a job that puts them under constant stress have twice the risk of another heart attack.

Dr. Corine Aboa-Éboulé, a Montreal cardiologist and co-author of the study, studied 972 men and women, aged from 35 to 59 years, who returned to work after a first heart attack. Patients were interviewed about six weeks after their return to work, then after two and six years about their stress at work.

Within six years, 206 patients had a recurrent heart event, 111 had non-fatal heart attacks, 82 developed unstable angina and 13 had fatal heart attacks.

After adjusting for 26 potentially confounding risk factors, such as smoking status, diabetes, and high cholesterol, chronic job strain was found to be associated with a two-fold increase in the risk of recurrent heart events.

"It's a pretty big risk and substantial population who are at risk," says Dr. Aboa-Éboulé, of the University of Laval, Québec.

"Generally speaking, we don't take workplace stress and its impact on the heart seriously enough."

According to the Heart and Stroke Foundation of Canada, about 70,000 Canadians a year suffer heart attacks and more than 18,000 of them die.

The final results of this study didn't surprise Dr. Brian Baker, a cardiology psychiatrist and spokesman for the Heart and Stroke Foundation.

"It is true that work can kill you if you are a person who has vulnerability to heart disease."

He adds that the study "highlights the importance of changing what you can: decrease the demands of work, increase the control at work. This can make you more healthy."

[*The Globe and Mail*, October 10, 2007]

### Work Stress Hinders Canadians From Having Children

Not only is workplace stress fatal, but work stress also delays many Canadians having children, having fewer offspring or deciding to have none at all, says a recently released study.

A quarter of the nearly 33,000 people surveyed for the federally-funded study say they are having fewer children than they would like because of the difficulties balancing work and family life. Twenty-eight per cent of those questioned said work stress caused them to delay starting a family, or resulted in the decision not to have children at all.

"What was sad was that people who actually applied that kind of coping strategy actually are better off," says co-author Linda Duxbury, a professor with Carleton University's Sprott School of Business and one of the keynote speakers at this Fall's AMAPCEO Annual Delegates' Conference.

Duxbury says policies dubbed "family friendly", such as unpaid leave, job sharing and flexible work arrangements, can contribute to stress unless managers change the way they manage and unless workloads are also addressed.

According to this study, commissioned by Health Canada and the fifth in a series of six reports prepared by Duxbury and Professor Chris Higgins of the University of Western Ontario, over half of Canadians surveyed reported high levels of stress, with one in three reporting high levels of burnout and depressed mood.

The study also found that three times as many Canadians make work their top priority compared to those who pick family as a priority.

"Organizations have to actually stop putting the cost of balancing work and family onto the employee and start recognizing that for them to get and keep people, they have to smarten up," says Duxbury.

[*Health Canada*, October, 2007]

#### Did You Know....

That you can subscribe to e-mail alerts on our website to make sure you are notified whenever we post something new?

## Recruitment and Retention in the Public Sector

*Canadian HR Reporter*, a publication widely circulated within the HR community, recently observed that all levels of governments need to focus attention on improving their recruitment campaigns in order to compete for younger employees.

In the next few years, there will be a large number of public-servants who become eligible for retirement. Recruiting in the public sector has become intensely competitive and retaining quality staff (of all ages) has never been so challenging. To scoop up younger and mid-career employees, all levels of government will need to improve their recruitment campaigns in order to compete with private-sector employers and with the broader public sector.

Among the improvements suggested:

**Get better at making speedier hiring decisions:** A common complaint heard by candidates who applied for public sector jobs is the time it takes to hear back – if they hear back at all.

**Improve the image and reputation of government:** Most surveys of youth clearly indicate an organization's integrity and reputation are important to them when selecting an employer. The reputation of government as a slow, bureaucratic machine has been cited by HR professionals and youth alike as a barrier to recruitment. It is important for political and administrative leaders in the public service to clearly and often speak about the value of public sector employment and feature the positive attributes of a career in the public service.

**Accentuate the positive and brand the organization:** Through employer branding, organizations ultimately aim to sell their workplaces – their business, culture and benefits – to potential employees and current staff. Public service employment offers many of the things workers of all ages are looking for, such as:

- variety of opportunity;
- the chance to make a difference;
- the opportunity to work with some of the country's best minds;
- the opportunity to learn and grow; and
- the opportunity for work-life balance, particularly when compared with the private sector.

Savvy governments across the country are beginning to build and market a solid employment brand, creating catchy taglines to grab the attention of jobseekers. Going beyond slogans to create real workplaces with supportive managers and HR policies will be critical to future success.

[*Canadian HR Reporter*- [www.hhreporter.com](http://www.hhreporter.com), October 8, 2007]

## AMAPCEO Staff News

AMAPCEO welcomes **ALEKSANDRA OSVALD** back to the office. Alex has been on maternity leave for the past year and is happy to return to her responsibilities as Administrative Assistant, Financial Support. Many thanks to **LINDA UMANA** who filled in during Alex's leave.

We are also pleased to announce the appointment of two new Dispute Resolution Officers to provide additional service to members:

**SARAH BURD** recently graduated with a Master of Industrial Relations degree from Queen's University, where she also obtained a B.A. in international development. During the Summer of 2004, Sarah worked in the OPS on a research project on employment standards and health and safety issues for the Ministry of Labour. She has also worked on research internships for two bargaining agents: the United Food and Commercial Workers and the Carpenters' Union.

**ROBERT HARRIS** comes to AMAPCEO with a background in advocacy and labour relations. Rob has worked with CUPE Local 79 (City of Toronto inside workers) as an Executive Assistant; as a grievance officer and chief negotiator for the support staff association at the Ontario Institute for Studies in Education; and as a constituency assistant for an MPP. He holds a law degree from the University of Windsor and a B.A. in English literature from the University of Toronto, and articulated with the Ontario Labour Relations Board.

Both Sarah and Rob started in November; their appointments bring the total number of Dispute Resolution Officers to eight, in addition to unit director **ROB SMALLEY**.

## Interested in an E-Newsletter?

If you would like to receive this newsletter electronically and stop receiving the paper version, feel free to drop us an e-mail (to [amapceo@amapceo.on.ca](mailto:amapceo@amapceo.on.ca)) and include the words "I want to opt out of paper newsletter" in the subject line.

Be sure to include in the message the e-mail address you want to use to receive your newsletter and we will send you an e-mail with a link to a pdf version each time the newsletter is published.

On a related note, we will shortly be eliminating the envelopes when we mail out the newsletters, cutting back on both the mailing costs and the amount of paper we use.

## From the Archives

**November 1996.** Eleven years ago, *AMAPCEO Member News* noted that the government of Premier Mike Harris was exploring a novel approach to contracting out: taking the work previously done by public servants and giving it to term-limited order-in-council appointees. The government had introduced a bill to change the delivery of landlord-tenant dispute resolution services, affecting the work of AMAPCEO-represented rent review officers in Municipal Affairs and hearing officers in the Attorney-General's ministry. Under the change, mediation would continue to be performed by civil servants, but adjudication would transfer to non-civil servants appointed by the Cabinet through the OIC process.

AMAPCEO had made its opposition known to Management Board and was preparing a submission for presentation during the Standing Committee review of the bill. Although the legislation ultimately was adopted and the new system implemented, the government wisely chose not to move against other similar work performed by AMAPCEO-represented employees elsewhere (such as the arbitrators who then worked for the Ontario Insurance Commission and who are now with the Financial Services Commission of Ontario). Unfortunately, however, "contracting in", as it has come to be known, is still with us, as the employer continues to retain external secondees or fee-for-service consultants to do work that should be properly done by AMAPCEO employees. These abuses have been targeted by AMAPCEO as part of our ongoing Bargaining Unit Integrity dispute, which has been successful at converting some of this work into permanent positions.

## From the AMAPCEO Website

In case you haven't visited the website recently, you might have missed these four developments:

**Family Day Extended to AMAPCEO Employees:** Because the *Employment Standards Act* does not apply to the OPS, **GARY GANNAGE** wrote to the employer in October to seek reassurance that the proposed new Family Day holiday will be extended to AMAPCEO-represented employees. The employer has confirmed that it will, although initially as a "special" holiday, rather than as part of the list specified in the Memorandum of Understanding.

**AMAPCEO Brief to the Expert Pension Commission:** AMAPCEO presented the very first submission to the Ontario Expert Commission on Pensions on October 17<sup>th</sup>. The brief focused on the negative impact of the application of Section 80 of the *Pension Benefits Act* on divested members transferring to another employer in the broader public sector, resulting in the affected employees being split between two plans, potentially with a substantial loss in retirement income.

**AMAPCEO Top Employer Again:** Once again selected as a Top 100 Employer in Canada and one of the Top 50 Employers in the GTA, AMAPCEO remains the first and only bargaining agent to be selected for either award.

**Response to AMAPCEO Election Questionnaire:** This year for the first time, AMAPCEO asked the leaders of the three political parties represented in the Legislature to respond to seven AMAPCEO-specific questions. One response was received, from the Liberal Party of Ontario, and is posted on the website.

## AMAPCEO-Nominated HR Team Wins Award

AMAPCEO President **GARY GANNAGE** recently attended the OPS HR Awards of Excellence ceremony at the Metro Toronto Convention Centre where the labour relations staff in the Ministries of Education and Training, Colleges and Universities won the Team Nominations Award in the Excellence in Service category.

The labour relations team was nominated by AMAPCEO's AMERC representatives in the two ministries (members **BARBARA GOUGH** and **KEITH BAIRD** and Dispute Resolution Officer **DON GRANT**) for their professionalism in resolving complex issues before they develop into major problems. Congratulations to all involved.

## Constitution Committee Submits Final Report

As reported in previous issues of *AMAPCEO Member News*, a special constitutional review committee was struck at last year's Annual Delegates' Conference. The AMAPCEO constitution requires a thorough review of the entire constitution and by-laws once every five years and the last such review was conducted in 2002. Members **DIONNE SINCLAIR** (chair), **KEITH BAIRD**, **MURRAY GAUDREAU** and **MAGGY MURRAY** submitted a final report that will be considered at the 2007 conference, which is scheduled for November 30<sup>th</sup> and December 1<sup>st</sup> in Toronto. The conference will also consider three constitutional amendments that were submitted by individual Delegates.

The committee issued a broad-based call in early February for comments, suggestions, questions and specific proposals. An initial deadline of May 18<sup>th</sup> was set for comments, later extended to May 31<sup>st</sup>, thereby establishing a consultation period of almost four months. In its report, the committee concluded that there does not seem to be a desire for major constitutional reform at this time. The changes that were suggested "were largely technical or housekeeping in nature, intended to clean up or simplify clumsy language, to reduce ambiguity or to provide clarity".

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AMAPCEO, established in 1992, is the  
second-largest bargaining agent in the  
Ontario Public Service, representing  
10,000 professional and supervisory public  
servants who work directly for the  
Government of Ontario in every ministry  
and in a number of agencies, boards and  
commissions. We also represent  
employees in the Office of the Provincial  
Advocate for Children and Youth.

## AMAPCEO Board of Directors

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## New Health & Safety Representatives Appointed

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

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

Anyone interested in becoming a Health and Safety Representative is encouraged to contact **LIZA PAPANIKOLAOU** at 416 595 9000 (ext 2725) or by e-mail at [lizap@amapceo.on.ca](mailto:lizap@amapceo.on.ca). For more information on health and safety issues, please visit the health and safety section of the AMAPCEO website.

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<b>SAM CURTIN</b>	Community and Social Services 119 King Street West, 7th Floor, Hamilton
<b>CAROLINE MAINPRIZE</b>	Health and Long-Term Care 282 Fennel Avenue West, Hamilton
<b>MIRA PAZEK</b>	Government Services 777 Bay Street, 5th Floor, Toronto

## New Workplace Representatives Appointed

The AMAPCEO Board of Directors has appointed the following 26 AMAPCEO members to two-year terms as Workplace Representatives following their successful completion of workplace rep training in November.

**Attorney General**  
SIRKKA TOSSAVAINEN, Toronto

**Culture**  
DOUG BOND, North York

**Community Safety and Correctional Services**  
JERVIS BONNICK, Kenora  
PAUL CHENG, Hamilton  
HELENA DUNCAN, Lindsay  
BRUCE GRAHAM, Mississauga  
IAN GLYNWILLIAMS, Toronto  
JULIE GRIMALDI, Orillia  
AMAR KARRER, Toronto  
MICHAEL OKE, Toronto  
SYLVIA POETSCHKE, Milton  
VALERIE PODPALLOCK, Peterborough  
PATRICIA STRATTON, Kingston  
RAJ SUD, Orillia

**Environment**  
ARTHUR BROWN, Toronto

**Finance**  
CHRIS GOETHEL, Toronto

**Government Services**  
BRIAN ARDRON, Toronto  
STEPHAN BORAU, Toronto  
PRASAD RAO, Toronto  
FRANK TANG, Toronto

**Health and Long-Term Care**  
VICTORIA BOYD, Kingston  
LINDA FALLS, Toronto  
JOEL FOX, Kingston  
DAVID WILKINS, Kingston

**Training, Colleges and Universities**  
MARCO MERUCCI, Windsor  
RAPLH SANTORELLI, Thunder Bay

A complete list of AMAPCEO's 121 Workplace Representatives appears on the website. Anyone interested in taking Workplace Representative training is encouraged to contact **ROB SMALLEY** at 416 595 9000 (ext 2703) or by e-mail at [smalley@amapceo.on.ca](mailto:smalley@amapceo.on.ca).