

AIMIAPICIEIO MEMBER NEWS

Association of Management, Administrative and Professional Crown Employees of Ontario

www.amapceo.on.ca

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We will continue to send the newsletter out in hard copy for everyone else, so there is no need to do anything if you want to continue to receive it in paper mailed to your home.

In between mailings of the newsletter, however, we often post information on the website. To make sure you don't miss these announcements, why don't you subscribe to our e-mail alerts, which we send out whenever a new posting appears? Just click on our website and enter your e-mail address in the box in the lower left-hand corner of the main page.

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Issues Percolating Over the Summer

Gary Gannage, President

I hope that many of you will be able to take some time this summer to get away from your workplace and have a vacation or at least slow down a bit and enjoy the warm weather. The AMAPCEO office will continue to work on your behalf all summer (with a reduced staff complement, of course, as our own employees take their vacations) and I thought I would give you a brief update on some of the issues we are working on.

Psychological harassment. We recently posted on the website the response from Labour Minister Steve Peters to our letter calling on the government to amend the *Occupational Health and Safety Act* to prohibit bullying and psychological harassment in the workplace. It was a disappointing response, to say the least. In fact, it entirely missed the point, talking about workplace violence rather than psychological harassment.

Ever since AMAPCEO started our campaign to raise awareness of this issue - with our various representatives, at our annual health and safety conference, in our newsletter and in our Memorandum of Understanding - we have received an overwhelming response from individual members. The reaction to the Peters letter has been no different.

"I believe our membership is becoming stronger," wrote one member in an e-mail, "and the previous fear of reprisal is lessened by AMAPCEO support." Another wrote: "The minister's letter did not respond at all to AMAPCEO's proposal. Don't give up this important fight." A third member offered this: "I hope you keep up the pressure because I think it is long overdue and addresses a growing concern in today's OPS workplace. The OPS is a fine place to work and

dresses a growing concern in today's OPS workplace. The OPS is a fine place to work and there are many great managers who work hard in a respectful environment. But there are others who have, and continue to create, poisoned environments that can be devastating."

We expect to continue to pursue this issue on a number of fronts, including, of course, the joint working group that we have established with the employer to identify specific strategies and options to deal with psychological harassment in the OPS. Please see the call for volunteers to work on this working group inside this newsletter.

Environmental Audits of Government Buildings. The Ontario Realty Corporation has been asked to undertake water testing in all government buildings following a request from AMAPCEO in response to the discovery of lead in a number of water systems. As many members will recall, we wrote to Deputy Ministers four years ago (in June 2003) formally asking that an environmental audit be conducted on all government buildings, following a number of incidents in which there were allegations or evidence that toxic substances were present. At that time, we were ignored.

We have resubmitted this request and have urged the Employer to take this matter more seriously...the health, wellness and safety of our workplaces and OPS colleagues depend on it.

Supreme Court Charter Decision. On June 8, 2007, the Supreme Court of Canada issued a decision in an appeal filed by B.C. health care unions that could have far-

Continued on back page

Council and Board Briefs

Change on the Board. **LINDA SULLIVAN** (Labour Toronto) has resigned from the Board of Directors. First elected to the Board in 2004, Linda also served as Chair of the Membership Development Committee. She continues as a Workplace Representative and as a member of the Ministry of Labour AMERC. Linda made a substantial contribution to the work of the Board and she will be missed.

Succeeding Linda on the Board will be **FRANK CERILLI** (CYS North Bay), Chair of the North Bay Chapter. Frank was elected by acclamation by the Provincial Council on June 20th to fill out the remainder of Linda's unexpired term until the December 2007 Annual Delegates' Conference.

Chapter Chair Changes. Because of his election to the Board, Frank will step down as Chapter Chair in North Bay, to be succeeded by **TIM UUKSULAINEN** (Corrections North Bay), who will be Acting Chapter Chair until the next scheduled Chapter elections. Also stepping down as Chapter Chairs are **JAMES TREGONNING** in Health and Long-Term Care and Health Promotion and **TOM BERTRAND** (MTO) in London. At the June meeting of Provincial Council, AMAPCEO President **GARY GANNAGE** paid tribute to all of those leaving their positions, including Linda Sullivan, James Tregonning and Tom Bertrand, thanking them for their work on behalf of colleagues and wishing them well.

Succeeding Tom as Acting Chair in London will be **ALEX LAMOTHE** (Corrections), who has prior experience as a Chapter Chair in Windsor, and taking over as Acting Chair in Health and Long-Term Care and Health Promotion will be **HILARY SALTER** (MOHLTC Toronto). Finally, taking over temporarily for **TERRY PETERS** in Kingston will be **NICK CONSTANTINIDIS** (CYS), who is Acting Chair of the Kingston Chapter.

A warm welcome to Frank (in his new role), Tim, Alex, Hilary and Nick, as well as to **MAGGY MURRAY**, who is the new alternate whenever Finance Chapter Chair **STAN SOSIN** is unable to attend meetings of Provincial Council. (Each Chapter Chair is asked to have the chapter executive committee name a permanent alternate who can step in when required.)

Health and Safety Appointments. The Board of Directors appointed two new members to the Board's Health, Safety and Wellness Committee: **DEBORAH BROOKER** (Environment Toronto) and **KAREN KHAN** (Revenue Whitby). Acting on behalf of the Board, the Health, Safety and Wellness Committee appointed two new local health and safety representatives: **LESLIE BARBER** (MCSS, 345 Queen St E, Sault Ste Marie) and **LAURA DUNN** (MAG, 655 Bay St, Toronto). Anyone interested in becoming a local health and safety representative is encouraged to contact **LIZA PAPANIKOLAOU** at the AMAPCEO office (by phone at ext 2725 or by e-mail at lizap@amapceo.on.ca).

AMERC Appointments. At its June meeting, the Board appointed two Workplace Representatives to serve on ministry AMERCs (AMAPCEO-Ministry Employee Relations Committees): **CAROLYN CRNEKOVIC** was appointed to the AMERC in the Ministry of Government Services and **DAVID BULMER** (MOHLTC Ottawa) was appointed to the AMERC in the Ministries of Health and Long-Term Care and Health Promotion. The Board noted, with regret, the temporary leave of **LINDA BALLANTYNE**, who has accepted a management-excluded acting assignment for a few months. Linda was AMAPCEO Co-Chair of the MGS AMERC and has been a long-term Delegate and Workplace Representative. She also was a member of the Constitutional Review Committee.

Constitutional Review. The Constitutional Review Committee provided a substantive interim report to the June meetings of both the Board of Directors and Provincial Council, inviting comments on a number of possible options and proposals. All of the reports from the committee, which will be submitting a final report to the December 2007 Annual Delegates' Conference, have been posted on the AMAPCEO website on the "Constitution and Governance" page.

ADC Critical Dates: Both the Council and the Board noted a number of upcoming critical dates leading to the Annual Delegates' Conference, which is scheduled this year on Friday, **November 30th** and Saturday, **December 1st**, 2007, in Toronto. Nominations for available central and chapter-level elective positions open on Friday, **August 31** and close at 12:00 noon on Friday, **September 28**, 2007. The deadline for submitting constitutional amendments and proposed policy resolutions is also 12:00 noon on September 28. The call for nominations, including a nomination form, description of responsibilities and time commitments and other information, will be posted on the website in late August. More details will also appear in the next edition of this newsletter.

Other Business: The Board tabled its 2007 strategic plan with the Council for discussion; the Council, acting on behalf of the Delegates, approved an amendment to the AMAPCEO Policy on Organizing Outside the OPS to take account of the recent restoration of successor rights to OPS bargaining agents; and the Board authorized a review by the Workplace Relations Committee of the status of workplace representation, with consultation with AMERC and Provincial Council members to conclude by October 30, 2007 and a final report to be submitted to the Board by January 31, 2008. (The Board will report to the Council on its findings and actions by April 2008.)

Job Evaluation in a Global Context

The International Labour Organization (ILO) released its 2007 global report on equality at work in May of this year. The ILO is a United Nations agency based in Geneva, Switzerland, operating under a tripartite approach that brings together governments, employers and workers to collaboratively oversee international labour standards.

For AMAPCEO members, this report highlights the significance of our job evaluation initiative as it relates to a broader global mandate to achieve equality within the workplace. As you have participated in various aspects of the AMAPCEO JE process (e.g., returning PIQ's, reviewing draft job descriptions and consolidating comments with your co-workers and managers), it may be of interest to know that you are in good company with fellow public servants around the world. The ILO report, for example, highlights a recent initiative by Public Servants International (a network of public servants from around the globe), which launched a campaign in 2002 to promote pay equity as a strategic priority among its affiliates.

Job evaluation programs aim to practically translate the overarching principles of pay equity into a compensation structure that will achieve the principle of equal pay for work of equal value. The ILO has two key conventions (or policy statements) that relate to equality at work: one aimed at eliminating discrimination in employment and occupations and another focused on ensuring equal pay for work of equal value. This latter convention directly relates to pay equity legislation, providing a foundation for our job evaluation program. Nine out of ten ILO member-states have already ratified both of these conventions; hence the commitment to equality at work, at least theoretically, is quite prevalent across the globe. The recent report focuses on assessing the progress made in this regard and concludes by recommending an action plan to ensure that such progress continues.

The overall theme of the report suggests that, although major advances in fighting discrimination at work have been realized, mounting inequalities in income distribution and opportunities across the globe remain a continuing concern. Further, the report highlights that while progress has been made to fight traditionally recognized areas of discrimination such as sex, race and religion, "newer" forms of discrimination based on age, sexual orientation, HIV/AIDS, obesity and disability are growing in prevalence. (Within Canada, the *Charter of Human Rights and Freedoms* has been beneficial, particularly given its often broad interpretation by the courts in this country; other countries, however, are not yet at the stage of recognizing or protecting these broader rights.)

The report also highlights the persistence of gender gaps in employment and pay, the need for integrated policies addressing sex discrimination in pay and the need for strategies to help employees reconcile work and family responsibilities. The release of the ILO's report illustrates that AMAPCEO's long standing commitment to collective bargaining achievements, which promote the goal of balancing work and personal life, along with our commitment to job evaluation, are quite closely aligned with and are supported by broader international agendas of equity and equality.

Further information on the ILO's report can be found at www.ilo.org. (This article was based on a contribution from Tara Irwin, Dispute Resolution Officer, who worked on the ILO report as an intern while on leave from AMAPCEO for four months in 2006.)

Call for Volunteers: Two Joint Working Groups

As members know, AMAPCEO was successful in persuading the Employer to agree to the establishment of two joint working groups as part of the March 27th Memorandum of Understanding. The Board of Directors is now seeking members who are interested in sitting on each of the working groups and who may also have some relevant expertise, experience or other qualifications that would be helpful.

Each working group is to consist of three representatives from AMAPCEO and three from the Employer. Final reports from the working groups are to be submitted jointly to the ACERC (AMAPCEO-Central Employee Relations Committee) and the Civil Service Commission. The two joint working groups will focus on:

Psychological Harassment. This group will undertake research on the effectiveness of current OPS policies, directives and practices, as well as best practices, collective agreement provisions and legislation in Ontario and other jurisdictions and sectors concerning employee protection from psychological harassment in the workplace. A final written report, including recommendations, is to be completed no later than **March 31, 2008**.

Alternative Work Arrangements. This group will undertake research on the effectiveness of current OPS policies, directives and practices, including existing pilot projects, as well as best practices and collective agreement provisions in Ontario and other jurisdictions and sectors concerning the use of Alternative Work Arrangements. A final written report, including recommendations, is to be completed no later than **June 30, 2008**.

If you are interested or have any questions about either working group, please contact **GARY GANNAGE**, President, by e-mail at gannage@amapceo.on.ca no later than Friday, **August 31, 2007**.

Member Profile: Pharmacists

In this month's issue of *AMAPCEO Member News*, we feature the work of AMAPCEO-represented employees in pharmacy.

There are 27 pharmacists represented by AMAPCEO working in the Ministries of Children and Youth Services, Community and Social Services, Community Safety and Correctional Services and Health and Long-Term Care.

DENISE DENNING, a pharmacist in the Ministry of Correctional Services, states that working in the health care department of a jail enables her to make positive changes in the lives of vulnerable people. "For instance, the other day I arranged for an inmate to attend a methadone clinic upon his release so that he could start methadone maintenance for the treatment of his Oxycontin abuse. Also, part of what I do is called "pharmaceutical care," where I look at the charts of medically-complicated inmates and evaluate their drug therapy, making suggestions to the doctors for changes when warranted."

In addition to what might be termed "front line" patient care, pharmacists also provide leadership and professional expertise on matters relating to the quality, utilization and listing of drugs provided as benefits by the Ontario Drug Benefits program. Pharmacists are hired to work in the Ministry of Health and Long-Term Care on the development of policies, criteria and methodologies in relation to benefits and other aspects of provincial drug programs and to work with external advisory committees that approve access to new drugs in Ontario.

"My job with the Ministry of Health has provided me with the opportunity to build on my skills as a pharmacist and influence public policy for drug reimbursement in the province of Ontario," says **ANITA GADHOK**, who is Acting Senior Pharmacist in the Drug Submissions Group of the Drug Programs Branch in the Ministry of Health and Long-Term Care. "I have been able to work with a team of dedicated specialists, who strive to ensure equitable and timely access to drug therapies to the citizens of Ontario."

ROSS EVANS, Chief Pharmacist at the Children and Parent Resource Institute (CPRI) in London, describes his role as a pharmacist in the Ministry of Children and Youth Services: "Being part of the clinical treatment team and having a positive impact on clients is one of the most rewarding aspects of my position. At CPRI, I know the people on the multi-disciplinary treatment teams and can work with them to benefit the client."

Another rewarding aspect is being able to influence improvements in client/patient safety, says Evans. "Patient safety is a keen interest of mine and being able to take information from organizations like ISMP (the Institute for Safe Medication Practices) and bring them to CPRI is rewarding."

All the pharmacists interviewed stressed that they face many challenges and time constraints on a daily basis. Gadhok encounters challenges due to differing drug reimbursement policies across the country. "My team and I work closely with our counterparts across the country to address these differences and take the opportunity to learn from each other."

Another challenge met by the pharmacists in the OPS is time constraints. "Sometimes there are conflicts between the security concerns of the jail and the medical needs of the inmates. For instance, medication rounds or methadone administration may get delayed because of lockdowns. There isn't enough time for me to do everything I would like, as I am the only pharmacist in an institution of sometimes over 600 inmates", says Denning.

Evans sympathizes with his colleague. "Since I am [also] the only pharmacist at my facility, the biggest challenge for me is finding the time to do all the varied responsibilities that my job entails. We are a treatment facility that does a significant prescription volume each week, and medication orders can come [in] at any time without advance warning to the pharmacy."

"Being the only pharmacist, every medication order requires my attention to cognitive and often technical dispensing tasks. On some weeks, this requires almost all of my time. On all weeks, I have no guaranteed time to be able to work on clinical and administrative issues - all my time is subject to being pre-empted by an immediate dispensing need. It's a constant challenge to find the time to participate in the varied responsibilities and to meet deadlines."

Despite the challenges and workload these pharmacists face, they all agree that being able to participate in a client's safety and well-being is both professionally satisfying and extremely rewarding on a personal level.

Pharmacists are an integral part of the health care community within the OPS and play a vital role in providing safe and effective care and protection for the well-being of Ontario citizens.

This is the fourth in an occasional series on the work of AMAPCEO-represented employees in the Ontario Public Service. Previous articles have focused on Psychiatric Patient Advocates; Chaplains; and Communications Officers, Media Relations Co-ordinators and Issues Co-ordinators. Please send us your comments and suggestions.

AMAPCEO Office Welcomes Two New Staff

AMAPCEO is pleased to announce the appointment of two new Project Officers, who started in June.

ELISSA ASSAYAG has a law degree from the University of Alberta and a Master's in Industrial Relations from the University of Toronto. She also has a B.A. in industrial relations from McGill, and is bilingual. Elissa will work primarily on labour relations issues, including exclusions, reasonable efforts and successor rights matters.

KAREN CANTONI has a Master's in Industrial Relations from the University of Toronto and a B.A. from U of T, with a major in industrial relations. Karen has previously worked as an analyst and physician recruitment consultant for the B.C. Health Employers' Association and as a regional HR manager in the food industry. Karen will work on activist, chapter and membership development, as well as on labour relations issues.

Senior Management and MCP Awarded AMAPCEO Increases

AMAPCEO is pleased to take credit for whatever role we may have played in influencing the decision to award a reasonable compensation increase to our MCP and SMG colleagues. It was announced on July 5th that senior management and excluded employees will receive a 5.75% increase over two years (2006 and 2007), which is identical to the increase negotiated by AMAPCEO last March for our members during the same period.

In the interest of fairness, however, we suggest that the employer test the reality of the external salary market by embracing the findings of the 2006 Hay Group salary analysis, which compared AMAPCEO salaries to the private and broader public sectors, concluding that the OPS lagged behind the market by an average of 19 per cent. (See our March 2007 issue; the full report is posted on the website.) We would be pleased if the employer would extend to both AMAPCEO employees and our senior management colleagues the increases suggested by Hay, whose consultants' conclusions still ring loudly across this province: "Clearly, pay levels need to be increased."

From the Archives

15 years ago: Meetings were underway over the summer of 1992 leading to the formal establishment of AMAPCEO in August of that year, when a Board of Directors was elected and a constitution was drafted. Just over 50 OPS employees who were then excluded from collective bargaining met to draft a letter of protest to deputy ministers over the lack of consultation on proposed changes affecting potential bargaining rights for excluded civil servants.

10 years ago: The July 1997 edition of this newsletter reported on the Association's preparations for negotiating its first full collective agreement, having relied up to that point on the provisions of the Voluntary Recognition Agreement and an interim agreement on job security. Divestment of public services and public servants from the OPS to both the private sector and the broader public sector had been declared a priority of the Mike Harris Government, then in its first term, and AMAPCEO was reviewing its own report on alternative service delivery options.

5 years ago: The July 2002 issue of *AMAPCEO Member News* reported that the Association had filed a number of policy disputes over the employer's failure to properly implement the collective agreement that had just been negotiated four months earlier. In one, AMAPCEO was claiming interest for employees because of delays in implementing salary increases retroactive to April 2001 and April 2002. (It took awhile, but AMAPCEO eventually won its disputes; in May 2003, an agreement was reached to credit each employee with two hours of extra leave in lieu of interest for the salary increase delays.)

From the Website: Job Evaluation Update

The joint steering committee of the AMAPCEO Job Evaluation Project issued a few updates in June, all of which were posted on the website. The deadline for receiving comment forms from employees and managers (commenting on the draft job descriptions) was extended to June 29th. Beginning on June 21st, rewritten job descriptions (where required as the result of significant changes indicated in the comment forms received) started to be distributed to managers and employees for review and validation.

If you receive a rewritten job description (only about 400 required rewriting), you will have three weeks to review and return it with the comment form. A number of questions and answers and other resource material related to the revision, validation and finalization of draft job descriptions have also been posted on the website.

On a related note, many thanks to all those who participated in the recent AMAPCEO survey on the JE process. The web-based survey was distributed by e-mail on June 15th and by the end of the month, we had received an excellent response. Preliminary results indicate high levels of satisfaction with the process so far, with obvious concern being expressed by some over the length of time the process has taken. We will be in a position to report more fully on the survey results after we have had a chance to review them in more detail.

Career Opportunities in the AMAPCEO Office

Dispute Resolution Officer (DRO)

Full-Time, Permanent (2 positions)
(Salary Range: \$64,095 - \$83,906)

The **Dispute Resolution Officer** is responsible for advising, counselling and supporting members and representative on collective agreement/terms and conditions of employment issues including grievance handling and providing support and guidance to governance bodies, committees and decision-makers on workplace issues and broader labour relations matters.

Qualifications: Relevant experience working in the field of labour relations, specifically in the areas of dispute resolution and grievance handling; excellent communications, research, analytical, and problem-solving skills; experience interpreting/administering collective agreements and human resource policies and practices; knowledge of the Ontario Public Service, and relevant employment statutes and regulations; excellent negotiations, advocacy and facilitation skills; ability to work in a fast-paced, multi-issue office with a mix of elected officials, volunteers and professional staff; proficient with computer programs including Word, Excel, Access, Outlook and Internet searches; occasional travel required.

Executive Assistant to the President

Full-Time, Permanent
(Salary Range: \$54,771 - \$73,417)

The **Executive Assistant** duties include: providing staff support and organizational assistance to the President of AMAPCEO, and others as assigned, participating in policy analysis, research and special projects, the preparation of briefing materials, providing staff support to Association and joint AMAPCEO-Employer committees, and assisting in the scheduling and logistics of meetings, including assisting in the management and drafting of correspondence and taking meeting notes.

Qualifications: Prior experience providing administrative/executive assistance in a public sector environment/labour relations environment preferred; knowledge of labour relations, collective bargaining and public service; highly developed organizational skills; qualitative and quantitative analytical and research skills; excellent verbal and written presentation skills; excellent interpersonal/problem solving skills; highly proficient with computer programs including Word, Excel, PowerPoint, Access, Outlook and Internet searches; ability to prepare accurate, timely and comprehensive reports, correspondence, briefing notes and other written materials.

Interested applicants for these positions are requested to submit a detailed résumé and cover letter no later than 5:00 p.m. Friday, August 31, 2007 to: Sandra Francis, Senior Administrative Officer, 1 Dundas Street West, Suite 2310, Box 72, Toronto Ontario M5G 1Z3. E-mail: francis@amapceo.on.ca. Fax: 416-340-6461.

Know Your Agreement

Two items related to the implementation of the March 27 Memorandum of Understanding:

- A revised Guide to AMAPCEO Job Security Rules for Classified Employees has now been posted on the website, incorporating changes to the job security provisions that were negotiated as part of the Memorandum of Understanding.
- Watch for the implementation of the salary increases for April 2006 and April 2007, negotiated as part of the MOU, due to take effect with the August 9th pay date.

Know Your Benefits: LTIP Follow-up

Members were advised in the March 2007 issue of this newsletter that AMAPCEO had successfully settled a policy dispute over the way in which Great-West Life calculates long term income protection (LTIP) cost of living adjustments for members receiving both LTIP and CPP disability benefits.

Retroactive payments for the first group of AMAPCEO-represented LTIP and CPP Disability Benefit recipients were issued on June 27, 2007. Payments range from \$46 to \$9,600 with an average of \$2,700, some retroactive to 1998. The cumulative increase on current LTIP benefits was made in March; the 2007 COLA adjustment is scheduled for next month.

If you believe that you are an AMAPCEO represented employee, and you are in receipt of LTIP and CPP Disability Benefits, please contact the AMAPCEO Office if you have not been contacted by Great West Life by the end of July.

Health & Safety Advice

At this time of year, there are two important actions to take to improve your health, safety and wellness: claim your overtime and take your vacation. Recent media attention has focused on both issues. A reminder of the overtime provisions for AMAPCEO-represented employees was posted on the website in the wake of last month's announcement of a class action suit against CIBC on behalf of front-line bank employees, who claim they have been consistently denied overtime compensation.

In May, Statistics Canada released its report entitled "Time escapes me: Workaholics and time perception", noting that almost one-third of Canadians regularly say they are workaholics, many of whom feel rushed, trapped in their routines, unable to take vacations, have trouble sleeping and spend little time with their family.

So, please turn off the blackberry and cell phone, leave the computer behind and book your holidays.

Book Review

Research Companion to Working Time and Working Addiction

Edited by Ronald J. Burke (Cheltenham, U.K.: Edward Elgar, 2006, 366 pages)



This book, edited by Canadian researcher Ron Burke, examines the effects of work hours on individual and family well-being and questions why people work hard and whether some can work too hard. It integrates contributions from two areas of research – work hours and work addiction – that have historically been pursued separately.

Burke, a professor at the Shulich Business School of York University, argues that while work hours have decreased for blue-collar workers, they have increased for professionals and managers, particularly in developed countries. He reveals that some employees need to work long hours while others do so willingly: people work long hours to meet individual needs and due to societal incentives such as materialism and consumerism. The book includes essays from 25 contributors, including “Dr. Jekyll or Mr. Hyde: On the differences between work engagement and workaholism” (by Burke himself); “Workaholic types: It’s not how hard you work but why and how you work hard”; and “Decent working time: Balancing the needs of workers and employers”.

Burke concludes that working long hours is only part of the story; why one works long hours and how one works these long hours emerge as powerful factors in determining the link between hours worked and well-being. The volume also includes recommendations for addressing a long hours culture at individual, family, organizational, community and societal levels.

Public Policies for Work in a Global Era

A useful conference was held recently by the Interuniversity Research Centre on Globalization and Work on the subject of “What Public Policies for Work in a Global Era?” The conference focused on the theoretical and practical challenges of institutional renewal for work and employment in an international context.

The conference brought together academics, government officials, trade unionists, lawyers and students of industrial relations from Canada, the United States, Australia, New Zealand, several European countries and Mexico to discuss public policy responses to emerging social, economic and political challenges.

The restructuring of labour markets and states, increased ‘flexibilization’ of work, the increase in women’s labour market participation, the growth in global migration and labour markets stratified along racial lines and shifts in sites of labour market governance are among the factors that have given rise to new public policy debates. These significant changes to labour markets and state policies in recent decades have sparked new questions concerning the regulation of work and employment relations: What is the impact of globalization on states and labour markets? What is the role of unions in regulating labour markets in the global economy? What transformations are needed for unions to remain relevant and for unions to give voice to diverse identities of workers, including highly-skilled professionals, racialized workers, self-employed workers, part-time workers, etc? What are the public policy implications of shifts in governance from the national level to the supra-national or sub-national levels?

Thought-provoking research questions, engaging presentations and heated debates among panelists and conference participants made for a stimulating conference. The presence of researchers from multiple countries facilitated useful cross-border comparisons of labour market reforms and institutional renewal.

One workshop, for example, explored the impact of family policies and work-family balance measures on gender equality in the labour market and the family. Another workshop explored the future of pension reforms in the context of a decline in the postwar industrial relations regime and accompanying postwar institutional architecture. New directions for public policies on work were discussed including the Arthurs’ report on reforms to federal labour standards legislation and administration and alternative models of unionism among historically unrepresented groups of workers, including self-employed workers and workers in the financial sector in Quebec.

The changing role of governments in regulating labour markets was a central issue debated throughout the discussions. Panelists discussed the role of nation-states in the protection of labour rights. The role of unions was also debated, in the context of declining union memberships and political influence, particularly in the United States. More information about the work of the Interuniversity Research Centre can be found at www.crimt.org. (This article was based on a report from Sarah Declerck, AMAPCEO Labour Relations Specialist, who attended the conference last May.)

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AMAPCEO, established in 1992, is the second-largest bargaining agent in the Ontario Public Service, representing approximately 9,000 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.

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Issues Percolating Over the Summer

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reaching implications for bargaining rights. The court reversed some of its own previous decisions to rule that the *Charter of Rights* protects the rights of Canadian workers to bargain collectively. Further, the court declared that “the state must not substantially interfere with the ability of a union to exert meaningful influence over working conditions through a process of collective bargaining conducted in accordance with the duty to bargain in good faith”.

What exactly this means for public servants, who typically work for an employer with the power to legislate and who often do not enjoy bargaining rights that apply to non-government workers, is not clear. AMAPCEO is reviewing this decision to determine its potential implications for the OPS.

Role of civil servants in elections. During the last provincial election, AMAPCEO raised concerns with the Secretary of Cabinet on behalf of members who believed they were being asked inappropriately to provide information and briefing materials for use by the then Premier or a minister in advance of partisan campaign appearances.

At the time, we were advised that this issue would be addressed in time for the next election and, indeed, the new *Public Service of Ontario Act* does have stronger language that clearly establishes the OPS as non-partisan. Unfortunately, however, much of that Act has not yet been proclaimed. We have advocated that clear guidelines and protocols be implemented and publicized so as to protect the professionalism and apolitical nature of the Ontario Public Service.

We are encouraging any member who receives a request for information that could be used for partisan political purposes to contact the AMAPCEO office for advice.

Questionnaire for Party Leaders. Prior to the election, AMAPCEO will be writing the leaders of the three provincial political parties represented in the Legislature to ask for their positions on a number of specific issues of interest to our members. For example, we will be asking for their views on binding arbitration; legislating a prohibition against psychological harassment in the workplace; whether they support eliminating the ban on arbitration of classification disputes; whether they have plans to divest public services outside the OPS; whether they have plans to relocate public servants outside Toronto and other communities; and whether they support the conversion of fee-for-service consultants and transfer payment agency secondees to classified OPS positions.

The responses will be posted on our website for members to take into consideration when they exercise their rights as citizens to cast their ballots in October.

Once again, please have a safe and enjoyable summer.

Secondment Opportunities – Job Evaluation Project

Now that the Employer is finally approaching the completion of its task in drafting new job descriptions, the latter part of Phase III of the AMAPCEO Job Evaluation Project (i.e., evaluating the jobs) is expected to get underway this Fall. AMAPCEO is seeking the assistance of a small number of individuals, including members-in-good-standing, who are able to work in the AMAPCEO office on a secondment/contractual/project basis, projected to begin in October 2007 for 6 months (give or take). We are looking for individuals with expertise or some background in human resources, such as job evaluation, classification systems or related experience, to assist in the final stages of the project.

Please submit expressions of interest, citing relevant experience, to Gary Gannage, President of AMAPCEO, by e-mail at gannage@amapceo.on.ca or by fax (416-340-6461) no later than Friday, **September 7, 2007**.