

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

Association of Management, Administrative and Professional Crown Employees of Ontario

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

## Canada's Top 100 Employers' Conference

AMAPCEO President Gary Gannage has been invited to participate on a panel discussion on family-friendly benefits at the March 23<sup>rd</sup> annual conference to honour the 2007 Top 100 Employers in Canada.

AMAPCEO was the first union to be selected as a Top 100 recipient and, in addition, was designated one of the Top 50 Employers in the GTA. Keynote speakers at the event include former U.S. Vice-President Al Gore, former Prime Minister Joe Clark and Liberal Leader Stéphane Dion.

Gannage's presentation will address AMAPCEO's introduction of measures to promote work-life balance for its employees, thereby modelling best practices to our members' employer, the Government of Ontario.

## Inside this issue:

Board and Council News	2
Job Evaluation Update	2
Hay Report	3
Constitutional Review	3
Member Profile: Chaplains	4
Heritage Books Review	5
Employee Engagement Survey	6
LTIP Settlement	6

## Bargaining Information Sessions Draw Member Support

*Gary Gannage, President*

I have been heartened by the support from members as Vice-President Bob Stambula and I tour the province to hold the current round of bargaining information and feedback sessions. The purpose of the meetings (18 in-person sessions and two teleconferences) has been three-fold: to update members on the state of bargaining; to discuss the results of the salary analysis recently conducted by HayGroup Consulting; and to respond to questions, comments and suggestions from members.

Much of AMAPCEO's communication with members is virtual, conducted primarily by e-mail and website, supplemented by this newsletter and occasional mailings. We also hold teleconferences on a regular basis. Given the fact that our 9,000 members are dispersed across Ontario in, at last count, 381 separate buildings in 136 communities, these methods of communication have generally proven to be effective, economical and timely and members have consistently indicated their satisfaction with this approach.

Regardless of where they work, however, AMAPCEO members also appreciate getting together occasionally for face-to-face meetings, especially if the topics are potentially contentious or generate a lot of questions. The recent job evaluation sessions (in December and January) and the current bargaining information sessions (in February and March) make it easier for members to hear directly from their elected representatives.

The Hay salary report was posted on

the AMAPCEO website when it was released on February 20; excerpts also appear inside this newsletter. In our discussions with members, Bob and I have found that, unlike 2001, when members were shocked at the first Hay report (which said that AMAPCEO salaries lagged the external market by an average of 12 per cent), the recent findings indicating an average 19 per cent gap are not seen as that surprising.

Our members know they are underpaid. They are not surprised. They are not happy.

They are particularly upset when the Hay report is juxtaposed with the extravagant rhetoric of our employer that it wants to be "the employer of choice" and "THE place to work". What kind of employer of choice pays its knowledge workers on average 19 per cent below market?

Notwithstanding this significant gap, we are trying to negotiate a normative salary increase now, retroactive to April 1, 2006, while the job evaluation project continues. Bob Stambula and I look forward to meeting as many of you as possible at the remaining information sessions in March.

We want to hear your views so that, with the other members of the bargaining team and the Board of Directors, we can return to negotiations with the employer renewed and strengthened in our resolve to secure the best possible settlement on your behalf.



Over 400 members attended the first bargaining information session on February 20th in Toronto.

## Board and Council News

At their first meeting following the ADC, the nine members on the Board of Directors re-elected **KEITH BAIRD** (Education Toronto) as Board Chair, in which capacity he will preside over board meetings during 2007, as he has done for the past four years.

At the January meeting, **HUGH MACKENZIE**, AMAPCEO's nominee on the Ontario Pension Board, attended to brief directors on recent developments affecting the Public Service Pension Plan. (On a related note, Mackenzie was also appointed by the Ontario Teachers' Federation in January to be one of its trustees on the Ontario Teachers' Pension Plan.)

The Board held its annual strategic planning session over two days in February, reviewing the work plans of the three staff managers and discussing a number of short-term and longer-range planning issues. A strategic planning document will likely be tabled with the Provincial Council in April.

At its first meeting in January, the Provincial Council re-elected **STEPHEN STEIN** (Municipal Affairs and Housing Toronto) as Chair and **BARBARA GOUGH** (Training, Colleges and Universities Toronto) as Alternate Chair. Both have served in those roles for the past two years. The council consists of the nine members of the Board plus the 23 Chapter Chairs and meets approximately six times a year.

At their February meetings, both the board and the council received the first quarterly report from the special Constitutional Review Committee, which was established at the December Delegates' Conference to conduct a review of the AMAPCEO constitution and by-laws (see the call for comments from the committee, elsewhere in this newsletter).

Such a review is required every five years and the committee is seeking input from all members of the Association, as well as from those who are active as volunteers and elected representatives. **DIONNE SINCLAIR** (Corrections Ottawa) was elected Chair of the Constitutional Review Committee, which must submit a final report to the December 2007 ADC.

## Board Committee Vacancies

The Board of Directors invites expressions of interest/self-nominations from members in good standing to fill vacancies that have recently occurred on two board committees: one position on the Health, Safety and Wellness Committee and two positions on the Workplace Relations Committee.

These committees are appointed by and advisory to the Board of Directors. The Health, Safety and Wellness Committee has authority delegated by the board to appoint local health and safety representatives in the OPS workplace and provides advice on health, safety and wellness matters affecting members. The Workplace Relations Committee is the body that gives peer review to disputes and decides whether AMAPCEO will support disputes moving to Stage II of the dispute resolution process or to arbitration.

To be eligible for appointment to the Workplace Relations Committee, you must be a trained Workplace Representative. To be appointed to the Health, Safety and Wellness Committee, you should already be a local health and safety representative on an OPS workplace health and safety committee. Members typically serve two-year terms, which are renewable. The board will likely be making appointments at its April 26<sup>th</sup> meeting, so expressions of interest should be received no later than Friday, April 20<sup>th</sup>.

If you are interested in applying, or if you would simply like more information about these committees, please do not hesitate to contact **MICHAEL MOURITSEN**, Director of Operations and Planning, at [mouritsen@amapceo.on.ca](mailto:mouritsen@amapceo.on.ca) or by phone at extension 2724 at either 1-888-AMAPCEO or 416-595-9000.

## Job Evaluation Update

By now, most members will have had an opportunity to review and validate draft job descriptions as part of Phase III of the Job Evaluation Project. Information sessions were held across the province in December and January and a number of updates, resource documents and a series of questions and answers are posted on the website. If you have not yet done so, please visit the website to check out this material.

Many thanks to all of those who attended the information sessions, reviewed their job descriptions and/or submitted comments. Thank you, as well, for your patience as the project continues and while we find out from the employer why some employees did not receive a draft job spec. Please also watch for a short web-based survey that we expect to distribute shortly so we can get feedback from the membership relating to this important initiative.

## Latest HayGroup Analysis: “Clearly, pay levels need to be increased.”

On February 20, 2007, AMAPCEO released the latest report from HayGroup Consulting comparing salaries of AMAPCEO-represented positions against salaries paid to similar positions in the external market (consisting of the private and broader public sectors).

The report concludes that AMAPCEO salaries have fallen even further behind the external market since a similar analysis was done five years ago. Both the full Hay report and an executive summary have been posted on the AMAPCEO website.

When actual AMAPCEO salaries (including pay for performance) are compared to market average actual salaries, the OPS positions were paid on average 19 per cent below market. Hay found that most benchmark jobs used in the comparison fell into the bottom quartile of the market, i.e., among the poorest-paying quarter of all employers. (For most of *those* jobs, the pay is actually in the lowest *decile*, or the poorest-paying 10 per cent of employers.)

The report and its findings are being discussed with AMAPCEO members in a series of province-wide membership meetings during February and March.

### **Background: 2001 Survey**

HayGroup was retained by AMAPCEO in 2001 to do the first market analysis of AMAPCEO salaries. Hay was selected because of its reputation as an international HR and compensation consulting firm. It had been used by the Ontario government to create and later update the SMG compensation plan, so we felt the firm and its findings would have credibility with the employer, the public and our own members.

In 2001, Hay found that AMAPCEO salaries, on average, were 12 per cent below market, using salary maxima as a comparator. Higher classifications were 21.4 per cent below market, whereas lower-classified positions were slightly above market (+6.9 per cent). A second survey was commissioned to update the 2001 report and was conducted in September 2006.

As in 2001, Hay looked at AMAPCEO salary maxima compared to the market, but since we now have pay-for-performance (introduced since 2001), Hay also looked at two other comparisons: salary maxima including pay for performance and actual salaries including pay for performance. Both 2001 and 2006 surveys used the same 21 benchmark jobs representing just over 30 per cent of the AMAPCEO bargaining unit.

### **2006 Results**

The gap has worsened, according to all three measures. Comparing range maxima only, AMAPCEO jobs are now 15.1 per cent below market (compared with 12 per cent in 2001). When pay for performance is added to the salary maxima, the pay gap is reduced marginally to 14.1 below average.

The gap becomes greater, however, when actual salaries, including pay for performance, are compared to actual external market salaries including bonuses: a 19 per cent difference on average, with higher classified positions paid 28 per cent less than market and lower-classified positions paid almost at market (0.3 per cent less).

As the Hay consultants noted in their conclusion: “In the sixties and seventies, the OPS offered competitive salaries, well above average pension and benefits provisions and job security. In the new millennium, salaries are well below market average and, for the most part, the private sector has caught up to the OPS on pension and benefits. Also, job security is no greater in the OPS than it is in any private sector organization.” The bottom line, according to Hay: “Clearly, pay levels need to be increased.”

## Constitutional Review Process Now Underway: Call for Member Comments

Readers will recall from the December/06 issue of *AMAPCEO Member News* that the Annual Delegates’ Conference has authorized a review of the Association’s constitution and by-laws. There is a requirement that a full constitutional review be conducted once every five years and the last one was done in 2002.

Five delegates were elected to the committee: **KEITH BAIRD** (Education), **LINDA BALLANTYNE** (Government Services), **MURRAY GAUDREAU** (Education), **MAGGY MURRAY** (Finance) and **DIONNE SINCLAIR** (Corrections Ottawa). The committee held its first meeting on January 25, electing Dionne Sinclair as chair; developing a plan to consult the membership through the Spring; and working out a proposed timetable that will culminate in finalizing a report for the 2007 ADC next December.

The committee is encouraging all members of AMAPCEO (in addition to those who are currently active in the organization as representatives) to participate in the review process, by visiting the AMAPCEO website (please click on the “Constitution and Governance” section), reviewing the committee’s mandate and the related background information and then sending any comments, suggestions or questions to the committee.

Although the committee is hoping most submissions from members will be received during March and April, please be sure your comments reach the committee no later than Friday, **May 18**, 2007.

To submit comments, suggestions or questions to the constitutional review committee, or for more information about the process, please contact the committee at its special e-mail address: [constitutionalreview@amapceo.on.ca](mailto:constitutionalreview@amapceo.on.ca). You may also contact directly any member of the committee or its staff advisor, **MICHAEL MOURITSEN**, Director of Operations and Planning, who can be reached by phone at extension 2724 at either 1-888-AMAPCEO or (416) 595-9000.

## Member Profile: Chaplains

Continuing our occasional series on what our members do, this issue of *AMAPCEO Member News* is pleased to feature the work of the Chaplains.

There are thirty ordained Chaplains 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. Ontario has always recognized that spiritual and religious needs are important to all people in government institutions, particularly those who are disconnected from the general community.

Spiritual and religious care has been provided under the support of the Province since the appointment of the first government-paid chaplain in 1949. The subsequent expansion of chaplaincy services within provincial institutions has continued to the point where an extensive province-wide network of services for the provision of spiritual and religious care now exists. Co-ordination has been provided since 1972 through the offices of Chaplaincy Services Ontario, under the direction of the four ministries and of the faith groups of Ontario as represented by the Ontario Multifaith Council on Spiritual and Religious Care.

Chaplains within the OPS co-ordinate and provide counseling and other spiritual needs to multifaith inmates, patients or residents and their families and staff. Institutions include mental health units, hospitals, youth justice and adult correctional facilities, long-term care and developmental facilities.

Chaplains co-ordinate all religious and pastoral activities in an institution, such as services of worship for various faith groups, and they help to develop programs to meet diverse multi-cultural, religious and spiritual needs. They also promote humanization of those in institutional care.

“The most rewarding aspect of my position is the human interaction between the offenders and myself,” says Reverend **MICHAEL PEACEFULL**, a Chaplain in the Toronto East Detention Centre since 1991. “It is a privilege to play a role in the healing process of damaged people, whose values are not aligned with societal norms. Most offenders during their time in community rarely, if ever, take the opportunity to quietly assess their life and the direction it is taking.

“While incarcerated,” he continued, “[offenders] are given that opportunity with me and the plethora of

chaplaincy volunteers. Not all take advantage, of course, but some who do find new direction and leave with an enthusiastic desire to do better, both for themselves and their families. It is particularly rewarding when I meet some ex-offenders on the street, or in places of worship, and to learn that they have been resolute in achieving their goal. We tend to focus upon the high percentage of recidivists, approximately 70%, but forget about the 30% who do not re-offend, which represents a considerable number.”

As with any other job, the chaplaincy work environment has both positive and negative features. “The challenges in this type of work, whereby one is not doing pastoral ministry in a church setting, is the sense of isolation one experiences,” says Reverend **GEORGE BEST**, a Chaplain in Napanee at the Quinte Detention Centre. “This is problematic as I co-ordinate spiritual and religious care needs for all faith traditions. The concept of multifaith dialogue is new and sometimes runs counter to most evangelical Christian circles. Maybe in time there will be a greater awareness around church conferences of how institutional chaplaincy ministry differs and what supports are required. I have found a close group of people I regularly connect with outside of my faith community, which helps with the factors of career isolation.”

Reverend Best stresses, however, the rewards - helping “to strengthen relationships, provide meaning for others and affirm their sense of being human with spiritual needs.”

Reverend Peacefull agrees: “It is my privilege to co-ordinate faith groups other than Christian and to develop a personal sensitivity and an awareness of their needs. We now offer services to all of the major faith groups. To establish this has been a rewarding part of my ministry. “

Through their work, Chaplains provide hope to those who are institutionalized, helping them cope with their lives while they are in custody or care and providing them with spiritual tools and strategies to help their transition back into the community. The Chaplains of Ontario – some of the almost 9,000 knowledge workers represented by AMAPCEO.

As always, we welcome your comments and suggestions.

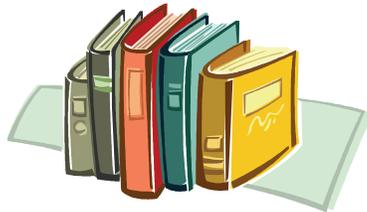
## Books Briefly Noted: An Appreciation of Our Built Heritage

### A Heritage of Stone

by Nina Perkins Chapple (*James Lorimer & Company Ltd*), 2006, 128 pp.

### Inside Toronto: Urban Interiors 1880s to 1920s

by Sally Gibson (*Cormorant Books*), 2006, 326 pp.



The public sector in Canada, and particularly federal, provincial and municipal governments, have always had a major role in the construction of public spaces, office buildings, schools, hospitals, universities, li-

braries and other types of public buildings that, in many cases, define a particular neighbourhood, city or region, often having a significant and positive impact on architectural trends and acting as an anchor for other development in the immediate vicinity.

Canada's built heritage (its historic sites, heritage buildings and monuments and archeological sites) provide a window into the values and creative work of previous generations. To the extent that heritage buildings are still actively used, they constitute a valuable part of our public infrastructure. Unfortunately, Canada has already lost one-fifth of its built heritage over the last 30 years.

At a time when the federal government is rumoured to be preparing to sell off \$1.5-billion worth of government buildings across the country to the private sector, and when public-private partnerships seem to be the preferred way to build new public buildings, two recently-published books remind us of the important and necessary role governments have played in the past in producing our built environment, as well as the critical need to protect and preserve our heritage buildings.

*A Heritage of Stone* by Nina Perkins Chapple features colour photographs of stone buildings of the cities and towns of south-west Ontario, including civic buildings, such as town halls, court houses and markets, as well as private homes, cottages and churches. These structures, most of which were built between the 1850s and 1870s, reveal a picture of the communities' origins, aspirations and evolution. Heritage buildings intermingle beautifully with newer structures and enrich the culture, neighbourhoods and physical design of Ontario.

One remarkable building that is photographed and described in *A Heritage of Stone* is the former Wellington County House of Industry and Refuge, built in 1877. Used today as the county's museum and archives, it is "recognized as a model project

for surplus public buildings worthy of saving". This Italianate Revival structure, which is located mid-way between Fergus and Elora, has also been named as a national historic site because it is "the earliest surviving example of an important nineteenth-century institution: the government-supported poorhouse".

*Inside Toronto: Urban Interiors 1880s to 1920s* by Sally Gibson is unusual in its focus on photographs of the interiors of some of the great public buildings of the time – the end of the nineteenth century and beginning of the twentieth century, when many civic buildings in Toronto were under construction or had just been built. Some of the buildings are no longer in existence. Photographs (all black and white) include: offices and council chambers in two Toronto city halls (Front Street and the new, now "old", city hall on Queen Street), the newly-built Ontario Legislature (Premier's Office, Cabinet Room, Legislative Chamber), St. Lawrence Market, civil servants working in the Ministry of Education, the University of Toronto, Osgoode Hall, public schools, Union Station, a street car building shop, a police station, various city works, jails and hospitals. (The book also features photographs of the interiors of private homes, banks, newspapers and office buildings.)

The photographs and narrative descriptions in these two books are useful reminders of the critical role that governments have played in building the infrastructure of our communities.

On a related note, we would be remiss if we did not acknowledge the important contribution of AMAPCEO colleagues in the Ministry of Culture, who develop policies and programs to promote heritage conservation in Ontario and who advise other provincial ministries, municipalities, heritage organizations and the private sector on heritage conservation and planning.

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### AMAPCEO Office Staff News

AMAPCEO said goodbye (again) to **FARRAH CHARANIA KARIM** in December and hello (again) to **SANDRA FRANCIS** in January. Sandra has rejoined our staff as Senior Administrative Officer while Farrah takes a leave following the birth of her second daughter, Sarina. Sandra, whose home position is in the Ministry of Community Safety and Correctional Services, replaced Farrah during her last parental leave and will work on HR, payroll and other administrative matters.

## OPS Employee Engagement Survey

By the time this newsletter arrives in your mailbox, you will no doubt have received the invitation to participate in the second OPS employee engagement survey. The first survey was distributed one year ago to a sample of OPS employees. This year, the survey is being sent to everyone who works for the OPS.

The questions are identical to last year's to permit comparisons from one survey to the next. The survey was announced earlier this year in a message from Cabinet Secretary **TONY DEAN**, encouraging all employees to participate. More recently (in fact, one week before the survey was launched), your Deputy Minister probably wrote to remind you of the "great work" undertaken by your ministry to address the results of last year's survey.

That message from your Deputy, however, may have neglected to mention the actual results of last year's survey. A few highlights:

- Fewer than 50% of those surveyed were satisfied with their career progression (only 38% believed they have opportunities for career growth in the OPS).
- One-quarter or fewer of respondents believed senior leadership in their ministry "is genuinely interested in the well-being of employees"; makes timely decisions; or provides clear direction.
- Only 32% have confidence in the senior leadership of their ministry.
- Only one-quarter or fewer said essential information flows effectively between staff and senior leadership.
- Only 25% believe senior leadership of their ministry is committed to a healthy work/life balance for employees.
- Only 37% believe they are encouraged to take reasonable, defensible risks in doing their jobs.
- Only 24% believe hiring, promotion and other staffing processes in their ministry are fair and free from discrimination (26% believe they are conducted in an open manner).
- Only 40% believe they receive meaningful recognition for work well done (24% believe their ministry does a good job formally recognizing its employees).

Some members have suggested that the Association should discourage participation in the survey, particularly given the state of bargaining and the recent Hay salary results, but here at *AMAPCEO Member News*, we have a different perspective: We believe all AMAPCEO-represented employees should embrace the survey and take as much time as needed to tell your employer **exactly** what you think of the state of the OPS workplace. It is important that the employer hear from you and that your views be reflected in the final results.

## Operation Information Update – An Update!

The response to our request for updated address, phone and e-mail contacts has been overwhelming. **KEISHA FERGUSON**, AMAPCEO's data base guru, reports that we have now received 2,500 individual updates from members, most of those within the first week of our request.

It is important that we have up to date contact information for members, particularly at this critical time in our bargaining process, so we can get in touch with you immediately with important developments. We rely on the employer to provide us with basic work and home contact information, which we receive with our membership dues every month, but as members know only too well, WIN data is not always reliable or complete.

We do not, for example, receive home or personal e-mail addresses from the employer and do not always receive accurate office addresses or phone numbers. Thus, our first advice to all members is to check your WIN information and make necessary corrections in your WIN account. Secondly, however, please also visit the AMAPCEO website and take a few seconds to fill in the information update form. If your contact information changes at any time, please let us know.

## Know Your Benefits - Improvements in LTIP COLA Benefits

AMAPCEO has successfully settled a policy dispute regarding the way Great-West Life calculates Long Term Income Protection (LTIP) cost of living adjustments for members receiving both LTIP and Canada Pension Plan disability benefits. New cost of living calculations going forward and retroactive to 1998 mean that employees, former employees or their estates will get increased benefits.

"Although a satisfactory settlement with the employer was not reached until the matter was on the arbitrator's doorstep," reported Vice-President **ROBERT STAMBULA**, "this means real gains for members who are totally disabled and rely on LTIP and CPP. For example, an employee on these disability benefits since 1998 will get a retro payment of over \$5,000, and an increase of over \$1,000 in 2007 that builds each year. This settlement represents an important advance in fairly implementing LTIP benefits for members who cannot work due to total disability."

Payments for members in receipt of LTIP and CPP benefits will be calculated and issued by Great-West this summer. Additional technical details are available in the "Know Your Benefits" section of the website.

## Health, Safety and Wellness News

### More on Bullying and Harassment in the Workplace

As noted in the December 2006 issue of *AMAPCEO Member News*, reported incidents of workplace bullying and harassment have been increasing in Canada and elsewhere. In the last bargaining survey, 73 per cent of AMAPCEO members said it was important to address workplace bullying in the collective agreement and delegates at our annual conference adopted a resolution urging the Board to “take immediate action with the employer to end bullying and harassing behaviour in the OPS workplace”. Our employer does not agree that special rules to deal with this problem are required in the collective agreement.

Some legislators in Ontario, however, seem to have come to a different conclusion about the need to codify anti-harassment rules in legislation. During the life of the current Parliament, which began in November 2003, four separate bills have been introduced by private members proposing that the *Occupational Health and Safety Act* be amended to protect workers from workplace harassment or acts of workplace violence. One of them (Bill 131) was introduced in October 2004 by **LAUREL BROTEN**, then a Liberal backbencher and now Minister of the Environment. None of the bills moved beyond first reading.

It is instructive to read the explanatory note for Bill 131, which would impose duties on employers, supervisors and workers with respect to acts of workplace violence and workplace harassment, which the bill defined as “acts of physical or psychological violence or coercion, psychological harassment or misuse of power that persons commit in a workplace”. The bill would require employers to develop, in conjunction with workers and supervisors, a written code of conduct; to establish formal policies and procedures, including a complaints, reporting and investigation procedure; and to require the reporting and recording of all acts of workplace violence and harassment.

Dr. **GARY NAMIE**, co-founder of the Workplace Bullying and Trauma Institute, is a U.S.-based expert who was brought to Toronto last year by AMAPCEO to meet with both the Association and employer bargaining teams, in an attempt to raise the consciousness of the employer representatives and demonstrate how pervasive and damaging the problem has become – in all workplaces, not just in the OPS. In an article in the *Ivey Business Journal* in 2003, Namie wrote that “the time has come to treat workplace bullying the same as sexual harassment or racial discrimination, to identify the perpetrators, establish rules of conduct and penalties and even pass laws [such as Ms Broten’s Bill 131 or the legislation adopted in Quebec] prohibiting and penalizing bullying”. He cites a 2000 Michigan survey that indicated that one-in-six workers is bullied (similar to the one-in-five result reported from a U.K. survey in our last newsletter).

Namie defines workplace bullying as “interpersonal hostility that is deliberate, repeated and sufficiently severe as to harm the targeted person’s health or economic status” and driven by the perpetrator’s need to control another individual. He notes that bullies are both men and women, but most are bosses. “Bullying closely resembles the phenomenon of domestic violence,” he writes. “Both were shrouded in silence before being brought to public attention.”

The landscape of workplace violence can be very damaging. Intimidation, bullying and harassment and a host of other behaviours isolate and degrade the intended victims. Most of us come to work never anticipating that we will be the subject of abuse, ridicule or violence; the evidence indicates that these practices are much more widespread than previously known. Bullying or harassment at work can damage employees’ confidence, morale, motivation and health, causing them to be less productive, effective or engaged. The OPS should be providing leadership to other employers on this issue if it truly wants to be THE place to work.

Sources: (1) Legislative Assembly of Ontario website, Bill 131: “An Act to amend the *Occupational Health and Safety Act* with respect to acts of workplace violence and workplace harassment”. First reading: October 20, 2004. (2) Namie, Gary, “Workplace bullying: Escalated incivility”, *Ivey Business Journal*, November-December 2003.

## Chapter Chair Changes

There have been three recent changes affecting Chapter Chairs:

Because of **DAN SKWAROK’S** election to the Board of Directors in December, he was required to step down as Chair of the Sudbury/Northern Development and Mines Chapter. **DOUG PLAUNT** has been serving as Acting Chair, but hopes the chapter will be able to elect a permanent Chair in Spring elections.

**RAY WRIGHT** has resigned as Chair of the Sault Ste. Marie Chapter, in anticipation of his retirement from the OPS this Spring. The Chapter Executive named **PAUL GLASSFORD** as Acting Chair to succeed Ray until the next elections.

In the Northwest Ontario Chapter, Chair **SIOBHAN FARRELL** announced her resignation in order to accept a secondment outside the OPS. Nominations will be invited for a successor during the Spring election cycle, expected in late April and early May.

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### *Just the facts. . .*

In the last quarter of 2006, public sector wage adjustments for 63,370 employees in 36 settlements across Canada averaged 2.9%, up from 2.7% in the previous quarter.

In Ontario, the overall average annual increase in base wage rates in January 2007 was 2.9%; 3% in the public sector.

The latest Conference Board survey of employers projects average 2007 salary increases for all Ontario workers at 3.5%.

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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.

## AMAPCEO Board of Directors

**Gary Gannage**  
President

**Robert Stambula**  
Vice-President

**David Colvin**  
Secretary

**Phyllis Waugh**  
Treasurer

### Directors

**Keith Baird**

**Domenic Fragale**

**Margaret Kipp**

**Dan Skwarok**

**Linda Sullivan**

## New Health & Safety Representatives Appointed

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

<b>TABATHA BERIAULT</b>	Health & Long-Term Care, 500 Church Street, Penetanguishene
<b>DEBORAH BROOKER</b>	Environment, 135 St. Clair Avenue West, 6th Fl, Toronto
<b>DAVID MCGOWAN</b>	Natural Resources, 70 Foster Drive, 3rd Fl, Sault Ste. Marie
<b>JOHN KIRK</b>	Community & Social Services, 477 Mt. Pleasant Rd, 3rd Fl, Toronto
<b>MONICA NOREJKO</b>	Environment, 2 St. Clair Avenue West, 18th Fl, Toronto
<b>JASVINDER SINGH</b>	Environment, 2 St. Clair Avenue West, 18th Fl, Toronto

A complete list of AMAPCEO's 105 Health and Safety Representatives appears on the website. 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 & safety issues, please visit the health and safety section of the AMAPCEO website.

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## Bargaining Information Sessions

By the time this newsletter goes to press, eleven bargaining information sessions will have been held across the province, starting with the kick-off event in Toronto on February 20<sup>th</sup> that saw over 400 AMAPCEO members crowd into the Metro-Central YMCA. Subsequent meetings were scheduled for St. Catharines, Oshawa, Downsview, Hamilton, Kingston, North York (5110 Yonge Street), Sault Ste. Marie, London, Guelph and Peterborough.

Meetings will continue through March as follows (for full details, please see the website):

**Monday, March 12**, 12 noon – Simcoe Room, Macdonald Block, Queen's Park  
**Tuesday, March 13**, 12 noon (11 am Central Time) – Victoria Inn, Thunder Bay; teleconferencing available for Kenora and those in the Northwest Ontario Chapter unable to attend in person  
**Tuesday, March 20**, 12:30 pm – 5700 Yonge Street, North York  
**Monday, March 26**, 12 noon – Congress Centre, Ottawa  
**Monday, March 26**, 5:15 - 6:15 pm – Radisson Hotel, Sudbury  
**Tuesday, March 27**, 12 noon – Metro Central YMCA, Toronto  
**To be re-scheduled—North Bay** (*original session postponed due to inclement weather*)

In addition to the eighteen in-person sessions, two teleconferences will be held:

**Monday, March 19**, 12 noon – province-wide teleconference for those unable to attend a meeting in person  
**Thursday, March 22**, 12 noon – Chatham-Ridgetown-Windsor area teleconference.