

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

Association of Management, Administrative and Professional Crown Employees of Ontario

www.amapceo.on.ca

Trying to be Green

With the approach of Earth Hour and Earth Day, AMAPCEO is trying to be an environmentally-responsible citizen. Starting with this issue, we have abandoned the use of envelopes to mail out our newsletter. In addition to conserving paper, we also use an environmentally-conscious printer, MPH Graphics, which is FSC-certified by the Forest Stewardship Council, which promotes sustainable use of paper products.

AMAPCEO Member News is printed on 100% post-consumer waste paper. MPH is also "Bullfrog Powered", which helps support renewable power generation in Ontario. You also have an option of cancelling your paper copy of the newsletter and receiving it only in electronic format; just send us an e-mail request.

During Earth Hour, from 8:00 p.m. to 9:00 p.m. on Saturday, March 29th, lighting in our building at 1 Dundas Street West will be turned off.

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Progress is Made in Small Steps

Gary Gannage, *President*

AS I HAVE NOTED in this space before, members often want to know what their bargaining agent does for them when we are not actually at the bargaining table negotiating a collective agreement. We hope, of course, that the information included in this newsletter and on our website is useful in illustrating the breadth of our activities and the services we provide, but we know that not all members can find the time to keep up with everything we do.

One of the most important functions AMAPCEO performs is monitoring the employer's compliance with our negotiated agreements and defending members who have workplace problems. Our trained Workplace Representatives and Dispute Resolution staff help hundreds of members in this way throughout the year. As you will see inside this issue, we have recently appointed another 12 Workplace Reps in an effort to ensure appropriate coverage across all regions and chapters.

There are other, perhaps less obvious, ways in which AMAPCEO acts on your behalf. One important activity is trying to address issues *before* they become problems. A recent example is my letter to the employer about the government's proposal to change the time of Question Period from 2:00 p.m. to 9:00 a.m., ostensibly as part of a move to make the hours of the Legislature more family-friendly. As I pointed out, many of our members already come in at 6:00 a.m. or earlier to begin preparing for an early afternoon Question Period; what impact will an earlier Question Period have on their hours of work? It would be unfortunate if an attempt to make the Legislature more family-friendly for MPPs creates serious work-life balance issues for OPS employees.

Another responsibility is to negotiate smaller agreements or settlements throughout the year to deal with issues that the parties did not foresee at the time the collective agreement was

negotiated. Making sure that Family Day is treated in the same way as other statutory holidays was the subject of one such agreement, and a recent memorandum of settlement addressing working conditions for co-op students in the AMAPCEO bargaining unit was another.

A third function that AMAPCEO performs is participating with the employer on working groups that have been created to try to solve unique or special issues that the parties agree to tackle outside the normal bargaining cycle. Examples include the two working groups established to deal with, respectively, psychological harassment and alternative working arrangements.

ISSUES ALSO ARISE around the definition of who should be represented by AMAPCEO, i.e., who is a member of the bargaining unit. An article inside this issue gives some background on our Bargaining Unit Integrity dispute and asks for your help in gathering more information on these violations of our collective agreement.

Finally, AMAPCEO tries to build a constructive and healthy relationship with our employer - at all levels of the OPS. This takes the form of meetings between AMAPCEO elected officials and Ministers, Deputy Ministers and corporate labour relations staff; in February, for example, I had a very frank and helpful meeting with Shelly Jamieson, who was recently appointed Secretary of Cabinet and Head of the OPS.

While not always visible to most members, all of this work helps to set a context in which bargaining occurs, but it is also a critical component of the process of representing members' interests and moving the yardsticks - one step at a time, one letter at a time, one meeting at a time.

News from the Board and Council

As members know, in addition to the Annual Delegates' Conference, AMAPCEO's governance structure consists of a nine-member Board of Directors that is elected by the Delegates and is responsible for the "management of the affairs of the Association" and a Provincial Council, consisting of the members of the Board plus 23 Chapter Chairs elected by and from each ministry or regional Chapter.

The Board typically meets for one or two days each month and the Council meets for one-day or half-day sessions approximately six times a year, with responsibility for holding the Board accountable on behalf of the Delegates between meetings of the annual conference. (Further information on the Association's governance, including our constitution, is available on the website.)

Both the Board and the Provincial Council have been busy since the December 2007 conference.

Board of Directors

In meetings held in December, January and February, the Board of Directors, among other business:

- Scheduled the next Delegates' Conference for Friday, November 28 and Saturday, November 29, 2008;
- Analyzed feedback and suggestions from Delegates on the 2007 conference;
- Approved the distribution of draft minutes of the 2007 Delegates' Conference;
- Received an annual real estate review from our external advisors, essentially validating the Board's decision last year to extend the current lease and expand office space for AMAPCEO at its current location;
- Scheduled the first all-day conference of Workplace Representatives for Wednesday, June 18;
- Developed an options paper for Provincial Council following up on constitutional amendments referred to the Board by the ADC;
- Approved a bargaining framework for members in the Office of the Provincial Advocate for Children and Youth;
- Authorized staff to develop options for providing expanded non-labour relations services to members;
- Approved a strategic plan for the Joint Working Group on Psychological Harassment;
- Heard two member appeals regarding the status of their disputes;
- Reviewed monthly financial reports;
- Received updates from the President on issues at ACERC (AMAPCEO Central Employee Relations Committee), the Job Evaluation Project, the Bargaining Unit Integrity dispute, the Classification Subcommittee, office staffing changes, recent meetings with Ministers, Deputy Ministers and the Secretary of Cabinet, recent discussions with the employer over corporate disclosure requirements, and recent settlements signed with the employer with regard to exclusions, co-op students, and Family Day;

- Received updates from the Vice-President on the status of the two Joint Working Groups (on Psychological Harassment and Alternate Work Arrangements);
- Approved the appointments of twelve Workplace Representatives who had successfully completed the required training (see list elsewhere in this issue);
- Appointed two new members of AMERCs (AMAPCEO-Ministry Employee Relations Committees): **MARK KITELEY** to the MOHLTC/Health Promotion committee and **DAVID SOBEL** to the Labour AMERC.

Provincial Council

In meetings held in January and February, the Provincial Council:

- Re-elected **STEPHEN STEIN** (MMAH Toronto) as Council Chair and **BARBARA GOUGH** (TCU Toronto) as Alternate Chair;
- Appointed the following members to the Council's Chapter Development Committee: **FRANK CERILLI** (CYS North Bay), **BILL MCNAMARA** (CSS Toronto), and **STAN SOSIN** (Revenue Oshawa), who join continuing members **PAUL GLASSFORD** (MNR Sault Ste. Marie), **BARBARA GOUGH** (TCU Toronto) and **JAMES TREGONNING** (MOHLTC Toronto);
- Approved terms of reference for the Chapter Development Committee;
- Ratified the Board's nominees to sit on the negotiating team for the Office of the Provincial Advocate for Children and Youth (PACY): **SARAH DECLERCK** (AMAPCEO staff), **RAWLE ELLIOTT** and **MIKE FOGELMAN** (PACY members) and **ELI GEDALOF** (legal counsel), with **GARY GANNAGE** as an *ex officio* member by virtue of his office as AMAPCEO President;
- Reviewed analysis of the Delegates' comments and suggestions regarding the 2007 Conference;
- Amended the executive compensation policy with regard to compensation paid to the President and Vice-President;
- Received updates from the President on issues at ACERC (AMAPCEO Central Employee Relations Committee), the Job Evaluation Project, the Bargaining Unit Integrity dispute, the Classification Subcommittee, office staffing changes, recent meetings with Ministers, Deputy Ministers and the Secretary of Cabinet, recent discussions with the employer over corporate disclosure requirements, and recent settlements signed with the employer with regard to exclusions, co-op students, and Family Day;
- Reviewed monthly financial reports;
- Received updates from the Vice-President on the status of the two Joint Working Groups (on Psychological Harassment and Alternate Work Arrangements);
- Approved the adoption of By-law 8 regarding the indemnification of AMAPCEO officials;
- Received monthly reports from Chapter Chairs on issues in their Chapters.

Are There Non-OPS “Employees” in Your Workplace?

AMAPCEO is collecting information about the current practice of our employer in using non-OPS staff in *your* workplace. Information collected will be used in our ongoing Bargaining Unit Integrity (or BUI) dispute to (1) create AMAPCEO bargaining unit positions and (2) to try to put a halt to the employer’s ongoing use of non-public servants to perform bargaining unit work.

Who are the non-public servants? The employer currently uses individuals across the OPS to do the work that is normally performed by AMAPCEO-represented employees. The non-public servants are brought in under a variety of guises: as transfer payment agency employees, secondees, fee-for-service consultants, contractors, retirees, temporary help agency employees, I&IT consultants, etc. The employer has done so despite being repeatedly called to task by the Auditor-General of Ontario over the inappropriate use of “consultants” and other non-public servants.

This widespread practice of using non-public servants creates a flexible “phantom” workforce whose members are often paid significantly more than OPS employees doing the same work. The use of non-public servants is unfair to both AMAPCEO members and to the non-public servants themselves. The work that is being done by non-public servants is work that was never posted in accordance with the AMAPCEO collective agreement. Therefore, AMAPCEO members were not given the opportunity to compete for the positions. The non-public servants have no job security and are denied the right to AMAPCEO representation in the event of any workplace issues. The use of non-public servants also undermines the whole process of collective bargaining, as the employer uses non-public servants to circumvent the salary classifications and posting provisions of the collective agreement.

Although the BUI dispute has been underway for some time, AMAPCEO has achieved significant success so far. In the last 10 months alone, the employer has committed to posting and filling 134 AMAPCEO bargaining unit positions to replace the work that was previously being done by non-public servants. This is just the tip of the iceberg in terms of potential gains from this dispute. In 2005, the Auditor-General estimated that there could be up to 4,000 non-public servants working in the OPS on any given day.

To help move this dispute forward, AMAPCEO office staff are collecting information on the number of non-public servants in the workplace and the nature of their duties. If you have information, please use the form included elsewhere in this newsletter or simply contact **MATTHEW HILL**, Labour Relations Specialist, by phone at ext 2701 or by e-mail at hill@amapceo.on.ca.

New Chapter Chairs

AMAPCEO welcomed two new Acting Chapter Chairs recently. In the North Bay Chapter, **DARLENE JACKSON** (Transportation) was named by the Chapter Executive Committee to temporarily act in the absence of **TIM UUKSULAINEN**, who is on a short-term assignment to an MCP excluded position.

As we noted in our last issue, **BARBARA GOUGH**’s election to the Board of Directors in December meant she was required to step down as Chapter Chair in the Education/Training, Colleges and Universities Chapter. The Chapter Executive recently selected **MURRAY GAUDREAU** (Education) as Acting Chair to fill out the remainder of Barbara’s unexpired term.

Both Darlene and Murray have been Delegates from their Chapters in the past and Murray served as a member of last year’s Constitutional Review Committee. Their colleagues are grateful for their willingness to assume these additional responsibilities on such short notice.

Committee Vacancies and Training Opportunities

The AMAPCEO Board of Directors is inviting self-nominations from members-in-good-standing to fill a number of vacancies on two important Board committees. The **Pension Committee**, which provides advice to the Board on retirement and pension issues, has three (3) open positions and the **Workplace Relations Committee**, which provides advice on the dispute resolution process, including reviewing individual member disputes proceeding to Stage II or arbitration, has three (3) open positions.

The terms of reference of these committees have been posted on the website under the “Call for Nominations” item on the main page. While the Pension Committee is open to any member, only trained Workplace Representatives are eligible to serve on the Workplace Relations Committee. If you would like more information, please contact **MICHAEL MOURITSEN**, Director of Operations and Planning, at mouritsen@amapceo.on.ca or by phone at ext 2724.

If you are interested in taking the one-day training session to become a Workplace Rep, **ROB SMALLEY**, Director of Dispute Resolution, recently announced two dates for Introductory Workplace Representative training: Thursday, June 5, and Thursday, October 2, 2008. In addition, a one-and-a-half day session of Advanced Workplace Rep training (for those who have already taken the introductory training) has been scheduled for Wednesday and Thursday, April 9 and 10, 2008. If you are interested, please contact Rob at ext 2703 or by e-mail at smalley@amapceo.on.ca.

AMAPCEO Now Represents Members Outside Canada: Senior Economic Officers Work in Ten International Cities

AMAPCEO is proud to announce that we now represent our first members based outside Canada: Senior Economic Officers located in Canadian embassies, high commissions and consulates in eight countries around the world.

AMAPCEO reached a successful settlement with the Ministry of Economic Development and Trade (MEDT) in January to bring these previously-excluded MCP positions into the AMAPCEO bargaining unit.

As part of its global strategy, the Ontario government has developed a network of international marketing centres in areas that are considered key to provincial trade. The centres (known as IMCs) are part of the Investment and Trade Division in MEDT.

At one time, the province operated a network of Agents-General in other countries, with their own offices and staff, but these were closed as a cost-cutting exercise in the 1990s. The IMCs, which have just been established over the last few years, are more modest, consisting of one-person operations that are housed in various Canadian high commissions, consulates-general, consulates and embassies. The Senior Economic Officers are OPS employees, but hold Canadian diplomatic status and federal security clearance.

There are now ten IMCs in eight countries, with an eleventh office to open soon in Mumbai (see locations on the map at right):

- Los Angeles, USA
- New York, USA
- Mexico City, Mexico
- London, United Kingdom
- Paris, France
- Munich, Germany
- New Delhi, India
- Shanghai, China
- Beijing, China
- Tokyo, Japan



The primary objective of each centre is to increase the awareness of Ontario's products, services and business opportunities to foreign buyers and investors.

Senior Economic Officers represent Ontario's trade, investment and general business interests in foreign countries by advancing Ontario government objectives, attracting foreign investment into Ontario, marketing Ontario products abroad and providing advice and assistance to Ontario exporters.

The officers also provide advice and guidance to the head of the mission (e.g., the Canadian consul, high commissioner or ambassador), senior government officials and MEDT staff on complex and sensitive economic development and trade issues.

In an interview last year with the York University alumni magazine, *YorkU*, **ROBERT ULMER** said he felt he had spent his whole career preparing to be Ontario's representative in Tokyo. Fluent in Japanese, the Toronto-born Ulmer has a background in banking, has worked for the Japanese government and was head of McGill University's MBA program in Japan just before winning the competition for his current position. One of the drawbacks, unfortunately, is that when it is 9:00 a.m. at Queen's Park, it is 10:00 p.m. in Japan, which makes real-time communication difficult with ministry colleagues, but Ulmer thrives on the challenges of being "our man in Japan" and is obviously uniquely qualified for the job. Premier McGuinty officially opened the Tokyo office in June 2006.

AMAPCEO extends a warm welcome to our newest members. We are honoured to be able to extend the protections and benefits of the AMAPCEO collective agreement to the far corners of the world and are pleased to be able to recognize and pay tribute to the important contribution that Senior Economic Officers make in the Public Service of Ontario.

(This is the eighth in a series of occasional articles on the work of AMAPCEO-represented employees.)

E-Mail Free Work Days: A New Trend?

Just when you think that electronic equipment and gadgets have taken over our lives, a remarkable new trend is developing in many workplaces: policies to discourage e-mails and other electronic messages on at least one day of the week.

Employers in Canada, the U.S. and Europe are trying to implement e-mail-free days and are placing restrictions on the use of Blackberries and similar equipment in the office.

The purpose of these initiatives is to try to cut down on the number of e-mails that people send and receive and, in a larger sense, to get employees to focus on how they spend their time at work and whether there are more effective ways to communicate with each other.

Loblaws, for example, announced a policy of no e-mail Wednesdays and Liz Margles was skeptical, wondering how she would be able to do her job in the Communications Department. After seven weeks of neither sending nor reading e-mails on Wednesdays, she became a convert. By freeing up one day a week, Margles rediscovered the pleasure of talking to her colleagues in person, rather than using a keyboard. She also found that, without the constant interruption from electronic messages, Wednesdays have become a time for strategic thinking and long-term planning.

European employers are also enforcing a no e-mail policy. Liverpool City Council banned all internal e-mail on Wednesdays and Veritas Software declared Friday an e-mail free day. The vice-president of marketing at Veritas felt that e-mail was getting out of control, so banning e-mails on Friday seemed like a good way to force people to figure out other ways to communicate and to cut out some of the worst abuses of electronic messages, including: sending messages to the person in the cubicle next to you, copying people unnecessarily on messages, routinely clicking on "reply to all", forwarding messages indiscriminately, etc.

Other employers set aside time explicitly for creative thinking or strategic planning. At Google, for example, engineers spend one day a week working on ideas that aren't in their job description - in compliance with Google's "20 per cent rule". Spending one-fifth of the work week in this way has led to the development of both G-mail and Google News.

Ken Siegel, a psychologist and management consultant in Los Angeles, encourages his executive clients to institute e-mail free days in their offices for another reason: responding to e-mails too often takes the place of real work and gives workers the sense that they are being productive simply by managing their e-mail.

"Most office workers operate in a pattern of chronic distraction," says Dr. Siegel. Employees working on a computer typically check e-mail 30 to 40 times an hour, according to a study by researchers at Glasgow University and Paisly University in Scotland, and one-third felt stressed by the number of e-mails they received and their perceived obligation to respond quickly.

A landmark 2001 study found that multi-tasking doesn't really work and that the "time cost" of switching tasks (e.g., writing an article and checking e-mail) are more significant than previously thought. In 2006, researchers from the University of California determined that multi-tasking hurts one's ability to learn and remember information. So trying to get more done by constantly cycling through different screens on your computer could actually impair your productivity.

Research firm Basex has forecast that "information overload" is the problem of the year for 2008 and suggests the solution to this problem in the title of one of its research reports: "Information Overload: We Have Met the Enemy and He Is Us".

It has to start, in other words, with each one of us. A good first step to take control is to disable the automatic e-mail notification signals that let you know when you receive a new message. You can also block or divert to a special folder e-mails on which you are not the principal recipient but are only cc'd. In addition, of course, if you expect to receive less e-mail, you need to change your own behaviour and not overburden colleagues with unnecessary messages, such as e-mail saying "Thanks" or "Great".

[*The Globe and Mail*, January 8, 2008 and February 18, 2008]



Book Review

Boundaries and Frontiers of Labour Law

Edited by Guy Davidov and Brian Langille (Oxford: Hart Publishing, 2006)



“Laws regulating and protecting people at work are in crisis” according to Guy Davidov and Brian Langille (law professors at the Universities of Haifa and Toronto, respectively) in their introduction to this volume, which

emerges from an international conference focused on the future of labour law. The collection of 18 essays attempts to address what is perceived by many observers as a crisis that surrounds labour law, a crisis that stems from the shifting relationship between employer and employee.

Traditionally, labour law has proceeded on the view that employees merit protection since they are in a power deficit vis-à-vis employers. This protection starts by first defining who may legitimately be considered an employee, although this definition has become problematic with the profusion of independent contractors in the workplace and the growth of so-called “triangular” employment relationships (typical, for example, in the garment industry, where manufacturers have no employees on their direct payroll who sew garments, the work being contracted to smaller companies that actually employ the sewers). As the categories have broken down, so too have the protections afforded by labour law.

In response, the contributors to this book offer a variety of opinions on how to move forward, citing from a rich inventory of legislation and recent case law in North America, Europe, Australia, Asia and Africa. Langille argues that labour law ought to move away from a focus on the protection of workers, and towards a more broadly structured attempt to “enhance human freedom.” Alan Hyde (Rutgers University) asserts that the focus of labour law should be on the correction of “market failures” – that is, the softening of capitalism’s harder edges.

However, a number of authors see the way forward as involving what amounts to a redefinition of employment. While maintaining the continuing usefulness of the employee as the central focus of labour law, Davidov argues that the concept of ‘employee’ should be extended when necessary. Other contributors, such as Judy Fudge (Osgoode Hall Law School), Paul Davies (London School of Economics) and Mark Freedland (Oxford University), approach this issue from the other side, arguing that the conception of ‘employer’ must be rethought in order to ensure that labour law is able to perform its protective function.

Of course, all of this is of more than academic interest to those of us in the Ontario Public Service, where the Auditor-General and AMAPCEO have drawn attention to the practice of many ministries to subvert the normal employment relationship by either seconding individuals from transfer payment agencies (such as school boards, hospitals and social service agencies) or contracting fee-for-service personnel through third parties to do the work of public servants. Not only do these individuals have no protections under our collective agreements, this kind of employment relationship deprives OPS employees of promotional opportunities, creates potential conflicts of interest and misleads the public with respect to the size and nature of the public service. (Please also see the article elsewhere in this issue on AMAPCEO’s ongoing Bargaining Unit Integrity dispute.)

Speaking to the task of recasting labour law, former York University president Harry Arthurs (in a concluding essay entitled “Who will Redraw the Boundaries?”) both explains the decline (noting, among other factors, the prevalence of de-regulation and privatization) and calls for a re-vitalization of government champions such as the Ministry of Labour. Arthurs calls for a vision of labour law in which “the well-being of workers ... would be an explicit and important concern for all decision makers” and in which the Ministry of Labour, rather than simply delivering programs and services, could act as “an advocacy agency intervening with other public and private decision makers”.

Boundaries and Frontiers of Labour Law is a thought-provoking collection offering an assortment of bold and timely courses to be pursued towards the goal of preserving the protective aspects of labour law for the benefit of workers and society at large.

Safety Awareness Statistics

Here are some figures that will make you think twice about your safety:

Odds of Winning the Lottery: 1 in 18 million

Odds of dying from:

- Injuries sustained in an accident: 1 in 1,756
- A transportation accident: 1 in 6,197
- A fall: 1 in 15,614
- Drowning: 1 in 88,772
- Poisoning: 1 in 14,017
- Injuries inflicted in an assault: 1 in 16,919
- A machine accident: 1 in 369,380
- A ladder/scaffolding fall: 1 in 749,125
- Exposure to smoke, fire and flames: 1 in 90,944
- Choking on Food: 1 in 334,461

Source: U.S. National Safety Council, <http://www.nsc.org> (all figures from 2004)

AMAPCEO Office News

JOSEPHINE PETCHER will be taking a leave of absence from her position as Dispute Resolution Officer, effective March 17, to work as a National Representative for the Communications, Energy and Paperworkers Union in the Ontario Region.

On March 13, **GARY PERLMUTTER** will be joining the AMAPCEO dispute resolution team, replacing Josephine while she is away on her leave. A graduate of McMaster University with an MA in the Work and Society program, Gary comes to AMAPCEO with over seven years of combined experience in the labour movement and in providing government-sponsored employment assistance service. He has also provided grievance representation at various stages of the dispute resolution process as a chief union steward with a local of CUPE.

New Workplace Representatives Appointed

The AMAPCEO Board of Directors has appointed the following 12 AMAPCEO members to two-year terms as Workplace Representatives following their successful completion of workplace rep training in February.

Workplace Representatives are trained colleagues who assist members on site with questions about the interpretation of the collective agreement. Workplace rep training is also required for AMAPCEO representatives sitting on AMERCs (AMAPCEO-Ministry Employee Relations Committees). The new appointees are:

LESLIE BARBER	Community and Social Services, Sault Ste Marie
BARB BROOKS	Attorney General, North Bay
JIM COLLINS	Government and Consumer Services, Toronto
DAVID FARR	Health and Long-Term Care, Barrie
FRANÇOIS GUÉRIN	Finance, Toronto
ANNE HUNG	Education, Toronto
DARLENE JACKSON	Transportation, North Bay
JAMES LEUNG	Government and Consumer Services, Toronto
DAVID MCGOWAN	Natural Resources, Sault Ste Marie
CHRIS NIECKARZ	Health and Long-Term Care, Toronto
PEGGY STEWART	Public Infrastructure Renewal, Toronto
DONNA VOGEL	Training, Colleges and Universities, Toronto

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

Chapter Chairs

GRAHAM HOWE	Agriculture, Food and Rural Affairs / Guelph
TERRY MARESCAUX	Attorney General/ Aboriginal Affairs
BENNETT MCCARDLE	Culture, Citizenship and Immigration / Tourism
BILL MCNAMARA	Community and Social Services / Children and Youth Services / PACY / Francophone Affairs
GREG IRELAND	Community Safety and Correctional Services
MICHAEL HELFINGER	Democratic Renewal / Economic Development and Trade / Intergovern- mental / Research and Innovation / Small Business and Entrepreneurship
MURRAY GAUDREAU (A)	Education / Training, Colleges and Universities
ADAM SOCHA	Environment and Energy
STAN SOSIN	Finance
SHARYN BIR	Government and Consumer Services
JAMES TREGONNING	Health and Long-Term Care / Health Promotion
STEPHEN STEIN	Municipal Affairs and Housing / Public Infrastructure and Renewal
ROY SCOTT	Transportation
ALEX LAMOTHE	London
DARLENE JACKSON (A)	North Bay
DAVID BULMER	Ottawa and Eastern Ontario
STEVE SMITH	Peterborough / Natural Resources
PAUL GLASSFORD	Sault Ste Marie
THERESA ANDERSON- BUTCHER	Sudbury / Northern Development and Mines
CONRAD MARIER	Windsor

AMAPCEO Board of Directors

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President

Robert Stambula
Vice-President

David Colvin
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Keith Baird

Frank Cerilli

Domenic Fragale

Barbara Gough

Dan Skwarok

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, in all regions of the Province and in ten cities outside Canada. We also represent employees in the Office of the Provincial Advocate for Children and Youth, an independent office of the Legislative Assembly of Ontario.

New Health and Safety Representatives Appointed

On behalf of the Board of Directors, the Health, Safety and Wellness Committee has appointed the following four 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:

BILL GIBSON	Transportation 301 St. Paul Street, St. Catharines
SONIA GLUPPE	Health and Long-Term Care 4 Catarqui Street, Kingston
JOHN OTA	Tourism 700 Bay Street, Toronto
RICK SMITH	Community Safety and Correctional Services 200 First Avenue West, North Bay

A complete list of AMAPCEO's 109 Health and Safety Representatives appears on the website. Anyone interested in becoming a Health and Safety Representative is encouraged to contact **LIZA PAPANIKOLAOU** at 1-888-AMAPCEO or 416 595 9000 (ext 2725) or by e-mail at lizap@amapceo.on.ca. For more information on health and safety issues, please visit the health and safety section of the AMAPCEO website.

AMAPCEO Member News is published six times a year by the Association of Management, Administrative and Professional Crown Employees of Ontario

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**AMAPCEO Bargaining Unit Integrity Information Form:
Where are the non-public servants in the workplace?**

Please use the following form and e-mail it to hill@amapceo.on.ca or fax it in to 416-340-6461. Alternatively, you can phone in your information to Matthew Hill, Labour Relations Specialist, at 416-595-9000 or 1-888-AMAPCEO, ext 2701.

AMAPCEO Bargaining Unit Integrity Form	
Where are the non-public servants in the OPS workplace? Transfer Payment Agency Employees, Secondedes, Fee for Service Consultants, Contractors, Temporary Help Agency Employees, I&IT Consultants, etc.	
Ministry name	
Name of branch/unit where non-public servants are located	
Number of non-public servants	
Position titles of non-public servants	
How long have they been there?	
Are they listed in INFOGO?	
What AMAPCEO position does the work most resemble? (Position title and classification, if known).	
Are the positions similar to your position, or to another of which you are aware?	
Optional – What are the names of the non-public servants?	
Optional – What's <i>your</i> e-mail address and/or phone? (<i>Forms may be submitted anonymously if you prefer</i>)	
Other Comments (use back of sheet or extra sheets if necessary)	
Thank you for your time! Please invite your colleagues in other units to fill out a form if they are aware of other non-public servants in the OPS workplace.	