

August /
September
2008

A | M | A | P | C | E | O

MEMBER NEWS

Association of Management, Administrative and Professional Crown Employees of Ontario
www.amapceo.on.ca

New Benefits Guide Posted

AMAPCEO and the employer have recently finalized a revised Benefits Guide, replacing the 2002 version. The Guide provides details about the benefit plans to which members are entitled, as well as definitions, coverage criteria, tips, information on how to file claims, etc. It is particularly important for members to be aware of relevant deadlines for submitting claims and, with respect to major dental treatment, to know how to seek advance confirmation of coverage from the carrier, Great-West Life. You can review the Benefits Guide at www.amapceo.on.ca.

Inside this issue:

AMAPCEO's Internal Governance System: A Backgrounder	2
Responsibilities of Elected and Appointed Positions	3
AMAPCEO Nomination Process	4
Deadline for Constitutional Amendments and Resolutions	4
Know Your Collective Agreement: Articles 8 and 9 - Association Leaves	5
AMAPCEO Office Staff News	6
New Workplace Representatives Appointed	6
Board and Council News	7

Fall Nominations Open Friday, August 29th

IT IS THAT TIME of year again when AMAPCEO's Elections Committee issues a call for nominations to fill positions that are up for election within the organization's governance structure.

Nominations open on Friday, **August 29th**, 2008, for a number of AMAPCEO elective positions at both the Chapter and central levels. The deadline for submitting all nominations is 12:00 noon on Friday, **September 26th**, at which time all nominations must be received by the chief returning officer at the AMAPCEO offices.

All of the details, including a nomination form, will be posted on the AMAPCEO website beginning on August 29th, although information on the process, the number of positions open for nomination and their responsibilities can also be found inside this issue of *AMAPCEO Member News*.

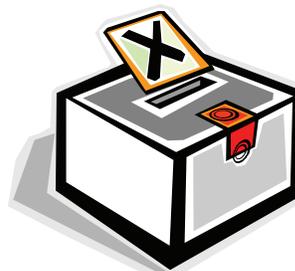
Members are encouraged to read this material carefully. Please consider whether you might be willing to put your own name forward to represent your colleagues in helping to run your bargaining agent; most nominations are typically self-nominations. Alternatively, would someone you know make a good representative? If so, ask if she or he would be interested in being nominated.

Any employee with a home position in the AMAPCEO bargaining unit who has signed a membership form is eligible to participate in the process – either as a candidate or as a nominator (and ultimately, if required, as a voter). Although everyone in the bargaining unit must pay membership dues (since AMAPCEO has a legal obligation to represent all employees in the unit), signing a membership form is voluntary. Often, individuals are not aware that they have to sign a form to become a member, so if you are not sure of your

status, please give the office a call.

If you would like to become a member, please visit the membership section of our website (www.amapceo.on.ca), fill out and sign a form and fax it to us. As long as the membership form is received by the September 26th nomination deadline, you will be able to participate in the nomination and election process.

Most elective positions have a two-year term of office (unless indicated otherwise) and approximately one-half of all positions expire annually. Some Chapters hold elections in the Fall and others in the Spring. As a result, not all positions are open at the same time. This Fall, for example, six of the 23 Chapter Chair positions are open for nomination, while seventeen have incumbents whose terms continue.



AS EXPLAINED further below, members in each Chapter are responsible for electing their Chair, who automatically attends the

Annual Delegates' Conference (or ADC). In addition, each Chapter is entitled to elect a number of Delegates to the ADC on the basis of one Delegate for every fifty signed-up members. Again, not all Delegate positions are open for nomination at the same time, so please be sure to check the website to find out how many openings there are in your Chapter. At least two "at large" positions are also available on each Chapter Executive Committee.

Central positions on the Board of Directors and Audit Committee are elected by Delegates at the Annual Delegates' Conference, which this year is scheduled to be held on Friday and Saturday, November 28th and 29th, in Toronto.

Continued on page 5

AMAPCEO's Internal Governance System: A Background

AMAPCEO IS A BARGAINING AGENT THAT IS “owned and operated” by its members. The way that members control their organization is through three governing bodies.

The *Annual Delegates' Conference (ADC)* is the highest governing body and is responsible for electing the Board of Directors and executive officers; adopting the annual budget and setting the level of membership dues; appointing the auditors and approving audited financial statements; amending the constitution; and approving bargaining priorities. The conference consists of the nine members of the Board and the 23 Chapter Chairs, as *ex officio* members, plus approximately 120 Delegates elected from Chapters on the basis of one Delegate for every fifty signed-up members (or portion thereof). This year's ADC will be held on Friday, November 28th, and Saturday, November 29th, in Toronto.

The *Provincial Council* is a standing committee of the ADC and is authorized to act on behalf of the Delegates between annual meetings. The council, which meets approximately six times a year, consists of the members of the Board and the Chapter Chairs. The Board, which is ultimately accountable to the ADC, provides updates and reports to the Council throughout the year. The Council fills any vacancies on ADC committees that occur after a conference and also is responsible for ratifying the appointment of bargaining team members (who must be nominated by the Board).

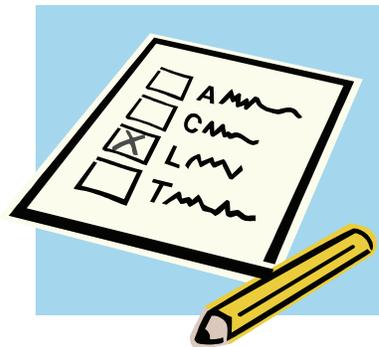
The *Board of Directors*, as noted above, consists of nine members: the four executive officers (President, Vice-President, Secretary and Treasurer) plus five “at large” Directors. The Board meets monthly and is responsible under the constitution for “the management of the affairs of the Association”. The Board is responsible for supervising the hiring of Association office staff; recommending an annual budget and managing it during the year; approving the terms of leasing office space; developing detailed bargaining proposals; appointing members to the bargaining team (subject to ratification by the Provincial Council); and managing the bargaining process. The Board appoints Workplace Representatives and members of AMERCs, organizes training and orientation activities for our representatives and, through the Board's Health, Safety and Wellness Committee, appoints AMAPCEO's local health and safety representatives throughout the OPS.

The *Executive Committee* of the Board consists of the four executive officers (President, Vice-President, Secretary and Treasurer) and meets once or twice each month. The Executive Committee functions as the Personnel Committee and provides day-to-day management of the office, through the President, to whom the three staff managers report. The Executive Committee has also been delegated specific authority by the Board to manage the investments of the Association, to purchase supplies and equipment and to appoint individual staff.

AMAPCEO members are assigned, for electoral and membership development purposes, to one of 23 ministry or regional Chapters. Typically, those in the GTA are assigned to ministry-based Chapters and those outside the GTA belong to regionally-based Chapters, although there are a number of exceptions, which can be authorized by the Provincial Council. (If you are in any doubt about which Chapter you belong to, do not hesitate to contact the AMAPCEO office for clarification.) As indicated earlier, the membership in each Chapter elects a number of Delegates (on a ratio of one Delegate for every fifty signed-up members). This is the most direct way rank-and-file AMAPCEO members control their Association. Each Chapter is required to hold at least one annual meeting, either in person or by teleconference (or a combination of the two).

In addition, however, each Chapter is led by a *Chapter Executive Committee*, which consists of the Chapter Chair, all of the elected Delegates and at least two “at large” Executive members (who typically become the Vice-Chair and the Secretary-Treasurer of the Chapter). The Chapter Chair and the two at large members are elected directly by the Chapter

membership. In this way, rank-and-file members directly elect a representative to the Provincial Council, since the Chapter Chair sits on that body (and, if unable to attend, is represented by a permanent alternate selected by the Chapter Executive). Vacancies that occur in the Chapter Chair's position during the year are filled temporarily by the Chapter Executive.



THE TERM OF OFFICE FOR all AMAPCEO representatives is two-years, and incumbents are

always eligible for re-nomination and re-election. Approximately one-half of all terms expire annually, so not all positions are open for nomination every year. In addition, approximately one-half of the Chapters hold elections in the Spring and the remainder in the Fall. If there is a resignation mid-term, the replacement is elected to fill out the remainder of the term (i.e., less than two years). Representatives who attend meetings (most of which are held in Toronto) are entitled to reimbursement of relevant expenses according to the *AMAPCEO Expense Reimbursement Policy* and leave is provided for both the meeting and travel time under Article 8 of the Collective Agreement. The meetings of the three governing bodies are held in person, although committees hold most of their meetings by teleconference.

Further information on AMAPCEO's internal governance structure can be found on the website in two sections: A brief summary of roles and responsibilities appears for each function under the “Directory of Contacts” area. In addition, of course, in the Constitution section of the website, the full Constitution and By-laws are posted, with additional related information in summary form. Also posted is a comparative chart that displays the respective authorities and roles of the three principal governing bodies: ADC, Council and Board.

Responsibilities of Elected and Appointed Positions

The following positions are open for nomination this Fall. Nominations open on Friday, August 29th, 2008. The deadline for submitting all nominations (including self-nominations) to the chief returning officer at the AMAPCEO office is 12:00 noon on Friday, September 26th, 2008.

President of the Association: (Two-year term of office.) The President is the chief executive officer of AMAPCEO and is a member of the Board, the Provincial Council and the Annual Delegates' Conference (ADC). The President chairs the Executive Committee of the Board and is AMAPCEO Co-Chair of ACERC (the AMAP-CEO-Central Employee Relations Committee). The President is also an *ex officio* member of all bargaining teams. The President's position requires a full-time leave from the workplace and the annual salary is currently established at approximately \$126,000 per annum.

Vice-President of the Association: (One-year term of office.)

The Vice-President is a member of the Board, Executive Committee, Provincial Council and the Annual Delegates' Conference. The Vice-President assumes responsibilities as discussed with the President and approved by the Board and requires a full-time leave from the workplace. The annual salary is currently established at approximately \$113,000. The Vice-President will be elected to a one-year term in this election cycle as part of a transition to a new staggering system for executive officer positions and will be elected to a two-year term at the 2009 ADC.

Secretary of the Association: (One-year term of office.) The Secretary is a member of the Board and its Executive Committee, the Provincial Council and the Annual Delegates' Conference (ADC) and acts as secretary (responsible for drafting the agenda and minutes) of each of them. Functioning as the corporate secretary of the organization, the Secretary also has responsibility to ensure that the office maintains a register of all activists and members. In addition to leave to attend meetings and fulfill other responsibilities, the Secretary is entitled to an honorarium of approximately \$11,000 per year. The Secretary will be elected to a one-year term in this election because of a mid-term resignation and will be elected to a two-year term at the 2009 ADC.

Treasurer of the Association: (One-year term of office.) The Treasurer is the Association's chief financial officer and is a member of the Board and its Executive Committee, the Provincial Council and the ADC. The Treasurer is also an advisor to the Audit Committee. The Treasurer is responsible for drafting the annual budget and for reporting to the Board and Council on the state of accounts during the year. In addition to leave to attend meetings and fulfill other responsibilities, the Treasurer is entitled to an honorarium of approximately \$11,000 per year. The Treasurer will be elected to a one-year term in this election because of a mid-term resignation, will be elected to a one-year term at the 2009 ADC as part of a transition to a new staggering system for executive officer positions and will be elected to a two-year term at the 2010 ADC.

Director (Member), Board of Directors: (Two positions for two-years and one position for one-year term.) The AMAP-CEO Board of Directors is responsible for "managing the affairs of the Association" and consists of nine members – the four executive officers and five "at large" Directors, all elected by the Annual Delegates' Conference. Starting with the upcoming election cycle, the President, Treasurer and two Directors were to be elected one year and the Vice-President, Secretary and three Directors were to be elected in the alternate year. This year, however, there are three (3) Director positions available for nomination, because of a mid-term resignation; two Directors will be elected for two-year terms and one Director will be elected for a one-year term.

Board members are also members of the Provincial Council and the ADC and, typically, belong to at least one other committee. The Board meets monthly, with the exception of July, and occasional special meetings are also held (some by teleconference). In 2007, for example, the Board met for a total of 23 meeting days.

Audit Committee: (Two-year term of office.) The AMAP-CEO Audit Committee is an independent, arm's length body elected by the Annual Delegates' Conference (ADC). It consists of five members and three positions are available for nomination this year. The committee is responsible for independently monitoring the Association's financial policies and accounts, and for recommending to the Board the appointment of an external auditing firm (the Board, in turn, is responsible for making a formal recommendation to the ADC). Further information on the terms of reference of this committee can be found in

By-law 3, which is posted on the website.

Member Reconciliation Committee: (Two-year term of office.) This committee is also a committee of the ADC, although its members are appointed by the Provincial Council. It is responsible for investigating and attempting to resolve disputes between members in good standing (as opposed to disputes between a member and the employer). All five positions on the committee are open for nomination this year. Further information on the terms of reference can be found in By-law 4, which is posted on the website.

Chapter Chairs: Six of 23 Chapter Chair positions are open for nomination this Fall: Education/TCU; Community Safety and Corrections; MTO; Labour; Windsor; and MNR/Peterborough. The Chapter Chair, directly elected by each Chapter's membership, is a member of both the Provincial Council and the ADC. The Chair presides over meetings of the Chapter Executive Committee and the Chapter membership and is generally responsible for providing leadership in the Chapter on membership development issues and recruitment of new members and activists. A more complete list of Chapter Chair responsibilities is posted on the website (under the "Constitution and By-laws" section).

Continued on page 4



AMAPCEO Nomination Process

If you are interested in either nominating yourself or proposing someone else for an elective or appointed position, please visit the AMAPCEO website (www.amapceo.on.ca) for: a nomination form (to be posted on August 29th); a description of the role, responsibilities and time commitments of each position; and a list of the available openings (e.g., some positions have terms that continue for another year). Incumbents are always eligible for re-nomination. Nominations are typically self-nominations (although nominations for the four executive officer positions require the signatures of five other members-in-good-standing endorsing the nomination).

If there are exactly the same number of nominations (or fewer) than openings, the candidates are declared elected by acclamation. If there are more candidates than available positions, an election is held, as follows:

- For *Chapter* positions (Chapter Chair, Chapter Executive Committee and Delegate) a mail or online ballot is held among all Chapter members during the first week in October;
- For *central elective* positions (Board of Directors, Audit Committee), a secret ballot election is held at the Annual Delegates' Conference, scheduled for November 28th and 29th;
- For *central appointed* positions (Member Reconciliation Committee and Delegate-at-Large), a secret ballot election is held by Provincial Council at its meeting in November.

In the event of an election, candidates are entitled to have a one-page candidate statement circulated with the ballot (for Chapter positions) or in advance of the meeting at which the voting is being held (for all other positions). The nomination and election process is centrally supervised by the Elections and Credentials Committee, a committee of the ADC. The chair of the committee is the chief returning officer. This year's members are: **JAMES QUIGLEY** (chair and chief returning officer), **DONNA DAVENPORT**, **CHRIS GOETHEL**, **SHERRY FLOOD** and **DOUG PLAUNT**.

Deadline for Constitutional Amendments and Resolutions

The nomination deadline (12:00 noon on Friday, September 26th, 2008) is also the deadline for two other purposes that impact on the Annual Delegates' Conference: the submission of both policy resolutions and constitutional amendments.

Policy resolutions, which establish or change AMAPCEO policies, are adopted by majority vote at the conference. These resolutions can be submitted by individual Delegates, Chapter Chairs and Board members; the Board or Council as governing bodies; Association committees; and Chapters (reflecting a vote at a Chapter meeting or by the Chapter Executive). Proposed resolutions are vetted by the ADC's Resolutions Committee, which makes a recommendation on how the conference should dispose of each resolution.

Constitutional amendments, which amend the Association's Constitution, require a two-thirds vote for approval and can be submitted by individual Delegates, the Board of Directors or Chapters (as the result of votes at Chapter meetings).

Responsibilities of Positions... *Continued from page 3*

Member, Chapter Executive Committee: In addition to the Chapter Chair and all elected Delegates, the Chapter Executive Committee consists of at least two "at large" members, who are typically selected as the Vice-Chair and the Secretary-Treasurer. They help share the membership development work with the Chapter Chair. The committee members are also responsible for designating a permanent alternate, who can attend Provincial Council meetings when the Chair is unable to do so, and for selecting an Acting Chair if there is a vacancy in the Chair's position. The Executive is supposed to meet four times each year (either in person or by teleconference).

Delegate: As noted elsewhere, each Chapter elects Delegates to attend the ADC on the basis of one Delegate for every fifty signed-up members. (The members of the Board and the Chapter Chairs are *ex officio* Delegates.) The main responsibility of a Delegate is to attend the annual conference and participate in decision-making at that time. There is no formal ongoing role for Delegates before or after the conference, although they are also voting members of their Chapter Executive Committee and are expected to participate in that body between meetings of the conference.

Delegate-at-Large: The Constitution provides for the appointment, by Provincial Council, of up to ten Delegates-at-Large, who are non-voting Delegates with the right to attend and speak (but not to move motions or vote) at the Annual Delegates' Conference. Typically, these positions are reserved in the first instance for those officials who are required to be at the conference to fulfill a role or responsibility (but who are not themselves elected Delegates). Once this number is determined, the Provincial Council may, if it so decides, appoint other Delegates-at-Large from among those who have been nominated by the nomination deadline (September 26th).

Whistleblowing Reminder

Acting Integrity Commissioner, **LYNN MORRISON**, recently sent AMAPCEO a copy of her June 2008 annual report, in which she noted that her office had received 22 disclosures of alleged wrongdoing from 15 public servants, acting under the whistleblowing provisions of the *Public Service of Ontario Act*. As members know, AMAPCEO was not only very supportive of the government's introduction of whistleblowing protection for public servants, we managed to persuade the government to include many of our specific proposals, which we believe will strengthen the disclosure process. One of our suggestions that the government chose not to accept, however, was our recommendation to abandon an optional internal disclosure process. The result is that employees have *two* potential ways to make a disclosure of wrongdoing: either to their ministry's "Ethics Executive" (in most cases, the Deputy Minister) or directly to the Integrity Commissioner, who is an independent officer of the Legislature.

Although an employee can always take the issue to the Commissioner at any point, even after it has been initiated under the internal ministry process, AMAPCEO advises its members to avoid using the internal process. In our review of studies of whistleblowing regimes in other jurisdictions, we found that whistleblowers usually underestimate the degree of resistance from within their organization. We believe that employees will be better served by choosing to avoid using their supervisor or a designated official within the ministry in favour of going directly to someone outside their own ministry: the independent office of the Integrity Commissioner, where anonymity, in our view, can be better protected.

If you are interested, you can find our 2006 whistleblowing submissions at www.amapceo.on.ca (the "Briefs and Submissions" section). A copy of the Integrity Commissioner's annual report and a description of the disclosure of wrongdoing (whistleblowing) framework can be found posted at: www.oico.on.ca.

Know Your Collective Agreement: Articles 8 and 9 – Association Leaves

Since this edition of *AMAPCEO Member News* contains information about the nomination and election process for Association representatives, it is useful to review the clauses in the Collective Agreement that enable our representatives to devote time to their responsibilities and, thereby, serve fellow members.

Under Article 8 of the agreement, AMAPCEO representatives are entitled to a variety of paid leaves of absence to conduct their responsibilities. For most of these leaves, e.g., to attend meetings of Association governance bodies (such as the Board of Directors, Provincial Council, Annual Delegates' Conference and committees of those bodies), the Association reimburses the employer for the cost of the salary and benefits for the time away from OPS work and there is no impact on the member's take-home pay.

Under Article 8.3, however, the employer has agreed that Chapter Chairs are entitled to take up to four hours every three weeks to work on internal AMAPCEO business and this cost is borne by the employer. Similarly, the employer has agreed to pay the costs of leave for members of the bargaining team when they are engaged in meetings with the employer.

Article 9 also spells out the rights of AMAPCEO's workplace representatives, who function in a capacity similar to stewards in other bargaining agents. Essentially, workplace representatives are entitled to time off with pay (with no requirement for the Association to reimburse the employer) when meeting with employees about their rights under the Collective Agreement; when investigating or resolving a dispute; when meeting with the employer; and when presenting a dispute.

Similarly, other articles of the agreement (Article 12) permit members of ACERC (our central employee relations committee) and AMERCs (ministry employee relations committees) time off with pay for both meeting time, preparation time for meetings and travel time to attend meetings. There is no requirement for the Association to reimburse the employer for the costs of such leave, since it is deemed to be government business.

It is important to note that, although AMAPCEO attempts to make its representatives "whole" in terms of paying for leave and for reimbursing for travel, accommodation and meal expenses when attending Association meetings, there is an expectation that some time will be voluntary, e.g., Delegates to the ADC receive paid leave to attend one day of the two-day event, but the second day, typically held on a Saturday, is unpaid.

Fall Nominations Open August 29th ...

Continued from front page

For the first time in a number of years, all four central executive positions on the Board of Directors (President, Vice-President, Secretary and Treasurer) are open at the same time, partly because of mid-term resignations in the Secretary and Treasurer positions, but also because the staggering of executive positions was changed at the 2007 ADC as part of a constitutional revision. Whereas in the past, the President and Vice-President were elected in the same year, with the Secretary and Treasurer elected in the alternate year, in future, the President and Treasurer will be elected together and the Vice-President and Secretary will be elected the next year.

In addition to the four executive positions, three of the five Director seats are also open for nomination on the Board, with two incumbents continuing for another year. On the Audit Committee (an arm's length committee of the ADC that operates independently of the Board), two positions continue, while three positions are up for nomination.

AMAPCEO has always taken pride in the fact that we are a member-driven organization. We rely on volunteer members to help run the Association, represent colleagues, establish priorities and develop policies. Delegates and Chapter Chairs help to hold the Board and executive officers accountable to the membership. Please consider joining the almost 400 other AMAPCEO colleagues who have agreed to step forward and get involved with their bargaining agent.

AMAPCEO Office Staff News

SARAH DECLERCK will be taking a one-year leave of absence from her position as Labour Relations Specialist. She left the AMAPCEO office on June 30th to work on the staff of the Canadian Union of Public Employees (CUPE), based in Ottawa. While Sarah is away, Project Officer **ELISSA ASSAYAG** will assume additional responsibilities in job jurisdiction and exclusion issues, as Acting Labour Relations Specialist.

Congratulations to Research Officer **JONATHAN CARSON**, whose June 2006 paper on whistleblowing protection has been published. Originally presented to the annual meeting of the Canadian Political Science Association, the paper (entitled "From Ambiguity to Certainty: The Need for Whistleblowing Legislation in Canada") has been published as a chapter in *Whistleblowers: Impact and Implications*, Icfai University Press, Hyderabad, India, 2007. (The original paper is posted on the AMAPCEO website under our "Briefs and Submissions" section: www.amapceo.on.ca.)

Wilma Davis

AMAPCEO members were saddened to learn in June that **WILMA DAVIS**, Chapter Chair in the Ministry of Labour, had passed away suddenly. Wilma had just been elected as Chapter Chair in May and had attended her first meeting of Provincial Council that month. A Briefings and Issues Advisor at the head office of the ministry, Wilma had previously been a Delegate to the AMAPCEO Annual Delegates' Conference when she worked in the Ministry of Education. She will be missed by all who knew and worked with her. AMAPCEO extends condolences to Wilma's family, friends and colleagues.

Thanks, Adam Socha and Arthur Mohipp

AMAPCEO extends thanks and best wishes to two long-time activists who recently stepped down from their positions. As briefly noted in the last issue of this newsletter, **ADAM SOCHA**, Chapter Chair in the Environment and Energy Chapter and a former member of the AMAPCEO negotiating team, has accepted a secondment to work for the federal government. As a result, he resigned as Chapter Chair and as AMAPCEO Co-Chair of the AMERC (AMAPCEO-Ministry Employee Relations Committee) in those two ministries. **ARTHUR BROWN** has been appointed by the Chapter Executive Committee as Acting Chair until the next election cycle for the Chapter (Spring 2009).

ARTHUR MOHIPP, who was a Chapter Chair in the former MBS Chapter, resigned recently as a member of the Ministry of Finance and Revenue AMERC. Arthur will be missed on that body by his fellow members, but continues as a Delegate and as a member (and chair) of the AMAPCEO Audit Committee.

New Workplace Representatives Appointed

The AMAPCEO Board of Directors has appointed the following 13 AMAPCEO members to two-year terms as Workplace Representatives following their successful completion of workplace rep training in June.

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:

THERESA ANDERSON-BUTCHER	Government Services, Sudbury
KEN BOTARI	Labour, Hamilton
RON BURWELL	Community Safety and Correctional Services, Hamilton
HUGH DODWELL	Transportation, Lakeshore
JEFF GIC PERRY	Health and Long-Term Care, Toronto
GLORIA GLASFURD	Finance, Toronto
JACKIE MCCALL	Agriculture, Food and Rural Affairs, Guelph
TOM RICKARD	Natural Resources, Peterborough
EVELYN SANTOS	Finance, Toronto
STEVE SCHWARTZ	Finance, Toronto
TOM STEERS	Labour, Toronto
TRICIA WILLIS	Health and Long-Term Care, Toronto
GRAHAM WILSON	Transportation, Toronto

A complete list of AMAPCEO's 140 Workplace Representatives appears on the website at www.amapceo.on.ca, under Directory of Contacts.

Anyone interested in taking Workplace Representative training is encouraged to contact **ROB SMALLEY**, Director of Dispute Resolution, at 416 595 9000 (ext 2703) or by e-mail at smalley@amapceo.on.ca.

Board and Council News

Both the Board of Directors and Provincial Council met in June. Business included:

- Reports from President **GARY GANNAGE** on a recent multi-bargaining agent meeting with the employer; a recent briefing from the employer on its diversity initiative; a series of focus groups being conducted by the employer on its HR Plan; follow up on the change in Question Period time and its impact on AMAPCEO-represented employees; a recent meeting with the new Acting Deputy Minister of Government and Consumer Services, **RON MCKERLIE**; and an update on the status of BUI disputes.
- A financial report from Treasurer **KEITH BAIRD**.
- An update from Vice-President **ROBERT STAMBULA** on the Working Groups on Psychological Harassment and Alternative Working Conditions.
- A report to the Board from its Pension Committee.
- Appointment by the Board of 13 new Workplace Representatives (see listing elsewhere in this newsletter).
- Approval by the Council of a recommendation from the Board to ask the Elections and Credentials Committee to conduct the election for Interim Secretary (a decision is expected by the end of August).
- Endorsement by the Council of five recommendations from its Chapter Development Committee, which have been forwarded to the Board.
- A report that the first annual conference for AMAPCEO's Workplace Representatives had been held successfully, featuring a keynote address by arbitrator William Kaplan and a presentation from the Ministry of Labour mediation service.

Note on Ministry Restructuring

On July 9th, 2008, the Secretary of Cabinet announced a restructuring initiative affecting employees in a number of ministries, some newly-created: Government Services; Small Business and Consumer Services; Energy and Infrastructure; and Revenue. AMAPCEO will review the restructuring in due course to determine whether and to what extent it makes sense to change existing Chapter boundaries to reflect ministry changes. Under our Constitution, it is the responsibility of the Provincial Council, on the advice of the Board of Directors, to make changes in the number and size of Chapters; changes in ministries do not automatically result in changes to Chapters. With regard to the upcoming nomination process, no changes to Chapters will be made that will affect imminent Chapter elections or the representation of members at the 2008 Annual Delegates' Conference. In other words, for the time being, extending through the nomination period, members will remain in their existing Chapters.

Briefly Noted

Ontario and Equalization. In the June issue of *Policy Options*, a journal published by the Institute for Research on Public Policy, Professor **THOMAS J. COURCHENE** of Queen's University discusses Ontario's fiscal position compared with the other provinces and the federal government in a paper entitled "Fiscalamity! Ontario: From Heartland to Have-Not". The article, which can be viewed on the IRPP website (www.irpp.org/po), provides a fascinating insight into the current equalization program and its almost-certainly unsustainable redistribution of federal revenue (much of it, of course, originating from Ontario), particularly given the inclusion of oil and gas revenues in the calculation of provincial entitlements. Courchene concludes that Ontario has a strong case in its argument for a fairer deal from the federal government and he suggests a number of actions that Ontario and the federal government should take.

From the Archives: The Blackout was Five Years Ago. The September 2003 edition of *AMAPCEO Member News* reported that AMAPCEO had raised concerns with the employer following the power blackout that affected the province on August 14th, 2003. Employees in Toronto's Macdonald Block and at 250 Yonge Street, among other locations, were forced to evacuate their offices in complete darkness as emergency backup generators failed. A provincial state of emergency was declared immediately after the blackout, during which most OPS employees were asked to stay home with no loss of pay. A greater emphasis on emergency preparedness as part of basic health and safety planning was one positive outcome of the 2003 blackout, although based on comments at AMAPCEO's recent health and safety conference, much work still needs to be done.

Cash Over Perks. Two articles in the *Globe and Mail* in June and July reported that recent surveys reveal a "huge disconnect" between what employees want and what employers think they want. In "Gens X and Y: Just show them the money" (June 27) and "Keep the lame perks, give us cash" (July 7), *Globe* reporters wrote that employees (young and old) want "advancement opportunities, more money and excellent benefits" as their top three incentives. Recognition, flexible hours and mentoring also made the top 10 list. Employers, on the other hand, believe it is sufficient to have social responsibility initiatives (such as giving workers time off to work for local charities), offering a casual dress code and making the workplace green and that these kind of programs can substitute for higher salaries, good benefit plans and meaningful work.

Recent AMAPCEO Submissions. AMAPCEO submitted briefs in early July in response to recent consultation papers from two public bodies. At the invitation of **BRAD DUGUID**, Minister of Labour, AMAPCEO President **GARY GANNAGE** submitted comments on a ministry consultation paper on measures to protect employees who work through temporary help agencies. A letter was also submitted to the Law Commission of Ontario, commenting on its paper on *The Law as it Affects Older Adults*, taking issue in particular with the exemption in the *Ontario Human Rights Code* that permits employers to continue to discriminate against employees over 65 with regard to benefit entitlements. Both submissions are posted on our website, under the "Briefs and Submissions" section, at www.amapceo.on.ca.

AMAPCEO Board of Directors

Gary Gannage
President

Robert Stambula
Vice-President

Keith Baird
Treasurer

David Colvin
Secretary

Directors:

Frank Cerilli

Domenic Fragale

Michael Goreski

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 three 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:

NIZAR HAJEE Attorney-General
393 University Avenue, Toronto

LYDIA MASON Children and Youth Services
800 Bay Street, Toronto

BOB YOUTZ Community and Social Services
80 Grosvenor Street, Toronto

A complete list of AMAPCEO's 121 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, safety and wellness section of the AMAPCEO website, at www.amapceo.on.ca.

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

1 Dundas Street West, Suite 2310, P.O. Box 72, Toronto, Ontario M5G 1Z3

Tel 416-595-9000 or 1-888-AMAPCEO Fax 416-340-6461

General e-mail amapceo@amapceo.on.ca

www.amapceo.on.ca

Editor-in-Chief: **MICHAEL MOURITSEN** (Director, Operations & Planning)
mouritsen@amapceo.on.ca Tel 416-595-9000 Ext 2724

Managing Editor: **LIZA PAPANIKOLAOU** (Communications Officer)
lizap@amapceo.on.ca Tel 416-595-9000 Ext 2725