

New Diversity Committee Needs Members

The Board of Directors has invited volunteers from the membership to sit on a new Board Committee on Diversity. If you are interested, please be sure to submit a brief biographical statement and why you would like to join the committee no later than Friday, June 26th. Full details, including the committee terms of reference, are posted on the AMAPCEO website: www.amapceo.on.ca.

Inside this issue:

What is the AMAPCEO Job Evaluation Project and Why is it Important?	2
Update on Bargaining in AMAPCEO BPS Units	3
AMAPCEO and OPS Employer Ratify Tentative Agreement	4
Board and Council News	4
Health, Safety and Wellness Conference	5
Member Profile: The Ontario Agency for Health Protection and Promotion	6
Book Review: Benefits of Public Service a Bargain for Canadians	7
AMAPCEO Office Staff News	8

Now on to Unfinished Business

Gary Gannage, President

Now that both parties have ratified the OPS tentative agreement, it would be useful to identify some issues that were not resolved in bargaining and that still remain to be addressed. Four, in particular, stand out.

Personal harassment. AMAPCEO and the Employer agreed in a joint working group last year on a definition of psychological harassment and on a proposed process for dealing with it. When we raised this in bargaining, suggesting that the agreed-upon language in the working group report be included in the collective agreement, the Employer refused. Bullying continued to be identified by members as a problem in the February bargaining survey and we consider it to be unfinished business. We intend to press the Employer to find a way to combat bullying and harassment in the workplace, if necessary in a process outside the collective agreement.

Diversity. Although the Employer claims the changes to the collective agreement support diversity in the OPS, the fact is that this Employer consistently opposed our suggestions in bargaining to incorporate real changes to promote diversity through the collective agreement (e.g., eliminating credentialism, facilitating religious

observances for minorities). Indeed, the changes initially proposed by the Employer, if implemented, would have set the diversity agenda back by eliminating existing measures that support it.

Pensions and retiree benefits. As we reported during bargaining, the Employer served notice that it is considering changes to vesting rules that would require employees to work a minimum of 15 years (up from 10 years) in order to qualify for post-retirement health benefits. In addition, the Employer believes it can act unilaterally on matters affecting pensions, which is why we attempted to codify current entitlements in the collective agreement – without success in this round of bargaining. We have identified pensions and retiree benefits as a high priority and will continue to try to engage the Employer on this issue. Much of this Employer’s pension-related thinking seems to be at odds with proposals from the Arthurs Expert Commission on Pensions, which reported to the Minister of Finance last year. (For background, please see our response to the Arthurs report, posted on our website at www.amapceo.on.ca.)

Continued on page 5

Barbara Gough Elected Secretary; Succeeds Frank Cerilli

BARBARA GOUGH was elected Secretary of AMAPCEO on May 27th, following an on-line by-election conducted among Delegates. Barbara, a senior policy advisor in the Ministry of Training, Colleges and Universities in Toronto, was already a Director on the Board and is a former Chair of the Education/TCU Chapter.

The vacancy, created by the resignation of former Secretary **FRANK CERILLI**, was also contested by **DAVE BULMER**, who continues as a Board Director. Dave is a communication training officer with the Ministry of Health and Long-Term Care in Ottawa and is a former Chair of the Ottawa Chapter.

Barbara Gough has been active in AMAPCEO for a number of years as a Delegate, Workplace Representative, member of her building health and safety committee and as co-chair of the Education/TCU AMERC. In her new role, she sits as one of four executive officers on

Continued on page 6

What is the AMAPCEO Job Evaluation Project and Why is it Important?

This is a revised summary of a more comprehensive document that was posted in March on the AMAPCEO website: www.amapceo.on.ca.

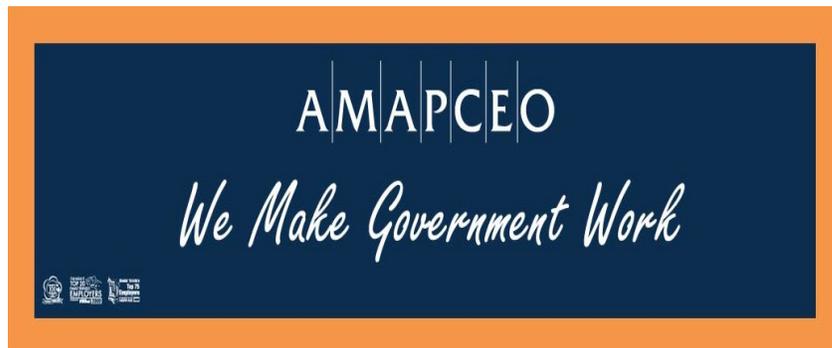
1. Introduction

AMAPCEO members and their employer, the Government of Ontario, are engaged in a joint Job Evaluation (JE) Project, with the goal of developing a new job classification and evaluation system for the approximately 11,000 AMAPCEO-represented positions in the Ontario Public Service (OPS). Unfortunately, due to the Employer's mishandling and failure to assign sufficient resources to complete the project, the initiative had stalled as we entered the most recent round of bargaining.

As we emerge from bargaining with a revised JE timetable and a re-commitment from the Employer to complete the project, it is important for AMAPCEO members to understand the history -and future- of the JE Project.

2. How Did the JE Project Start?

In 1995, AMAPCEO began advocating for reform of our job classification system during the first round of collective bargaining, as the existing system was already out of date – something explicitly acknowledged at that time by the employer.



3. Why the JE Project Is Important

The current system, with over 200 different classifications, is simply inefficient and confusing, as well as non-compliant with pay equity factors. A significant number of employees are treated unfairly, classified and paid differently for the same level of work and even the same work. The system encourages rapid turnover, as employees, dissatisfied with the unfairness of their classification or having attained the maximum of their salary range, seek opportunities in other ministries or branches, applying for jobs that take them out of projects sooner than they or their supervisor might wish, often disrupting important government work. As a result, the OPS experiences constant turnover, wasting too much time and energy on too many internal job competitions or on unnecessary re-classifications as managers game the system in order to keep good employees from leaving.

The goal of the new system would be to rectify these problems, creating a process that is adaptable, fair, transparent, consistent, simple, and pay equity compliant, with fewer job descriptions and the consistent use of multi-incumbent positions across government. A new job evaluation system would support true human resource modernization in the OPS.

4. Convincing the Employer to Agree to Job Evaluation

The employer finally agreed to reform of the job classification system in 2002, committing to a joint review requiring six weeks to complete. Instead, until AMAPCEO could focus the employer on the decisions required, it took 21 months to negotiate a detailed agreement specifying the project timelines and process.

5. The November 2003 Agreement: Four Phases

The November 2003 Memorandum of Agreement established four phases of the JE Project. To date, only the first two phases, selecting a classification and evaluation system, and testing and customizing the system (using about 80 sample or reference AMAPCEO jobs), have been completed.

We are currently in **Phase III**, under which all AMAPCEO

jobs were to be described by the employer. During this process, at AMAPCEO's insistence, the employer was to provide the opportunity for each employee and his or her manager to review and comment. Only in December **2008** did the employer advise AMAPCEO

of the completion of this part of the phase. The employer is now to evaluate all of the job descriptions and assign them to one of eight levels unilaterally, but with finalization of the evaluation of each position requiring AMAPCEO's approval.

In **Phase IV**, the final phase, AMAPCEO and the employer would negotiate the rates and salaries of the eight levels and any other monetary consequences.

6. Why has this taken so much time?

Both parties did underestimate the complexity and time required for completion of some tasks. However, while the employer consistently maintains that this is a "joint project" with AMAPCEO and blames AMAPCEO equally for the delays, in reality this is just a "cover" for the employer's consistent failures to manage the project and complete its work in a timely way. In nearly every instance where the employer has had lead responsibility, there has been an inordinate delay. The basic problem throughout this project has been the refusal of the employer to provide adequate resources to staff and manage *its end* of the JE Project. The failure of the largest employer in the province to take this project seriously enough to provide the resources necessary to do the work is simply astonishing.

Continued on the next page

7. What are the Benefits and Risks of JE?

Given the employer's delays and the uncertainties as we attempt to finish Phase III, should the JE Project continue?

- The alternative to pursuing the JE Project, given that OPS employees do not have the right to arbitration for classification disputes, is to challenge the constitutionality of the legislation, which has the risk of being even more time-consuming and expensive than JE.
- The JE Project will require the employer to pay the costs of compensating people appropriately, which should result in a significant increase in overall bargaining unit compensation. For any positions whose classification level may end up being lower, AMAPCEO would, as per current practice, seek to extend salary protection (red-circling).
- We have invested considerable time and effort in the JE Project to date, and have managed to achieve consensus with the employer on a number of important issues. All of these changes that could benefit our members, and the OPS at large, risk being lost if abandoned at this stage.
- If the costs of implementing the new JE salary ranges are too high, the government will try to force members to pay for JE by offering too little for the new ranges and increases. This is a risk worth taking and dealing with, however, since the alternative is continuation of an inequitable and unfair system.
- Realistically, there is no better alternative to holding the employer to its commitment. We cannot litigate salaries; we can only negotiate them. Clearly, part of the negotiating process requires the mobilization of the membership, but AMAPCEO members have shown in the past that they will stand up for their rights, a reality that has influenced the employer in previous negotiations.
- If we do not proceed with JE, we will be required to negotiate a pay equity plan for the bargaining unit, a process likely to be as complicated and time-consuming as JE, without addressing the administrative inefficiencies or antiquity of the existing system, redressing all salary relativities, or implementing as comprehensive a system as the completion of JE.

The alternatives to the completion of the JE Project, in other words, would seem more unacceptable than holding the employer to its commitment to complete the current project.

8. What are the Next Steps in the Process?

One of the major achievements of the recently-concluded round of bargaining was securing the Employer's re-commitment to finish the JE project. Under the new timetable, the Employer's evaluation of the first group of revised job descriptions (for all jobs in existence up to December 31, 2007) is due to be completed by the Employer and given to AMAPCEO for review by October 31, 2009. Subsequent deadlines are established for evaluating jobs created after December 31, 2007.

Upon completion of the project, but no later than October 15, 2011, either the Employer or AMAPCEO will be able to give 30 days' notice to commence negotiations during the term of the collective agreement and in advance of full bargaining with respect to the rates and salaries and any other monetary consequences of the new job evaluation and classification system.

Your continued support for these efforts will be crucial in achieving the desired results.

Update on Bargaining in BPS Units

Here is a quick update on bargaining in the three AMAPCEO bargaining units in the broader public sector:

AMAPCEO has given notice to bargain first contracts with the **Mental Health Centre Penetanguishene** and the **Ontario Agency for Health Protection and Promotion** (see the member profile on OAHPP elsewhere in this newsletter). A bargaining survey has been sent to our members at Penetanguishene and a similar survey will be sent soon to OAHPP staff.

Both our members and the employer at the **Office of the Provincial Advocate for Children and Youth (OPACY)** ratified a first collective agreement in early May. The OPACY bargaining unit was certified in October of 2007 following the divestment of functions previously performed by the Ministry of Children and Youth to an independent office of the Legislative Assembly; it was the first AMAPCEO bargaining unit established outside the Ontario Public Service after the restoration of successor rights to the OPS. Employees at OPACY have a mandate to provide an independent voice for children and youth who are in the care of the state.

The contract negotiations took about seven months to conclude. Congratulations to the AMAPCEO bargaining team: **RAWLE ELLIOTT** and **MIKE FOGELMAN** at the OPACY; **ELI GEDALOF**, legal counsel from Sack Goldblatt Mitchell; **BURKE MOFFAT**, Labour Relations Specialist in the AMAPCEO office; and **GARY GANNAGE**, President of AMAPCEO. Further details on the settlement have been posted on our website: www.amapceo.on.ca and the new collective agreement will be posted there as soon as possible.



*Members of AMAPCEO OPACY bargaining team
(from left, Rawle Elliott, Mike Fogelman,
Burke Moffat and Gary Gannage)*

AMAPCEO and OPS Employer Ratify Tentative Agreement

AMAPCEO has been informed that, on May 28, 2009, Cabinet ratified the tentative agreement negotiated with the OPS employer in April. AMAPCEO members had earlier ratified the agreement on May 22, following eight days of voting on-line and by phone.

Features of the 3-year deal include: Across the board increases of: 1.75% on April 1, 2009; 2% on April 1, 2010; and 2% on April 1, 2011; improvements in some health benefit plans and the status quo on almost all benefits that the employer had wanted to cut in early bargaining; major improvements in benefits for unclassified employees; status quo on job security provisions, with surplus Factor 80 retained as a last resort if no direct assignment is available; improved protections and representation rights; and a number of other improvements. AMAPCEO gave up out of country health coverage effective June 1st, 2009 and agreed to eliminate termination pay for new hires after January 1, 2010.

The increased flexibility reluctantly agreed to by AMAPCEO in the September 10, 2008 Memorandum of Agreement with regard to the employer's use of I&IT consultants and broader public sector secondees will expire, as originally agreed, on December 31, 2012 and will not be extended for the term of the collective agreement, as demanded by the employer in bargaining.

A major achievement has been the re-commitment of the employer to the Job Evaluation Project (see JE article elsewhere in this newsletter), through negotiation of a new JE timetable; as part of this agreement, AMAPCEO did not waive its entitlement regarding pay equity nor the ability to negotiate retroactive increases.

The tentative agreement was reached with the OPS employer on April 27, the culmination of bargaining that began on March 17. The vote was preceded by a series of membership meetings and province-wide teleconferences that were organized in two stages. In April, during a break in bargaining, 12 consultation meetings were held with members across the province, supplemented by two teleconferences for those unable to attend a meeting. The purpose of these sessions was to inform members of the issues under discussion before resuming negotiations with the assistance of mediator William Kaplan. Another 12 information sessions and three teleconferences were held in May, so that the tentative agreement could be explained prior to the ratification vote.

Congratulations go to the AMAPCEO bargaining team consisting of President **GARY GANNAGE**, Vice-President **ROBERT STAMBULA** and **MICHAEL MITCHELL**, **STEVEN BARRETT** and **STEPHANIE HOBBS**, legal counsel from Sack Goldblatt Mitchell. This achievement was also made possible by the support of the Board of Directors, Provincial Council, the Collective Bargaining Reference Group, the information co-ordinators and other activists, all of whom were supported in their efforts by the engagement of the thousands of AMAPCEO members who participated through individual and collective action.

The new collective agreement incorporating the changes will be posted on the AMAPCEO website as soon as possible.

Board and Council News

Since we last reported in February, both the Board of Directors and Provincial Council have held a number of meetings to deal with governance issues, although the principal focus since March has been on bargaining. Major issues at Provincial Council (consisting of the nine members of the Board and the 23 Chapter Chairs) have included:

- Endorsement of the 57-recommendation final report of the Chapter Development Committee, prepared by committee chair **PAUL GLASSFORD** (MNR Sault Ste. Marie) and members **FRANK CERILLI** (MCYS North Bay), **BARBARA GOUGH** (TCU Toronto), **BILL MCNAMARA** (MCSS Toronto), **STAN SOSIN** (Revenue Whitby) and **JAMES TREGONNING** (MOHLTC Toronto).
- Endorsement of the Board's recommendation for structuring the bargaining team and bargaining advisory process, including ratification of the Board's proposed Collective Bargaining Reference Group: **LINDA BALLANTYNE** (MGS Toronto), **KELLY ANNE BRANCO** (Labour Toronto), **SHERRY FLOOD** (MTO New Liskeard), **IAN GLYNWILLIAMS** (MCSCS Toronto), **MARY-JO GORDON** (OMAFRA Guelph), **MICHAEL GORESKI** (MCSS Mississauga), **CHRIS LUNN** (MOHLTC Toronto), **CATHERINE MILLER** (MCSS Peterborough), **JOHN OTA** (Tourism Toronto) and **STAN SOSIN** (Revenue Whitby). The CBRG provided the bargaining team with "grassroots" feedback and advice during negotiations.
- Endorsement of the Board's proposed bargaining priorities based on results of the membership bargaining survey that was conducted in February.
- Approval of the Board's recommendation to change Chapter affiliation for the following members affected by the government's ministry re-organization of last Summer: members in Consumer Services previously in the MGS Chapter were moved to the MEDT/Small Business Chapter and all members in the new Ministry of Energy and Infrastructure will now be part of the Environment/Energy & Infrastructure Chapter (a change for members in the former Ministry of Public Infrastructure Renewal, who had been part of the Municipal Affairs and Housing Chapter).

In addition to managing the bargaining process (involving numerous teleconferences throughout the period of negotiations), the Board of Directors:

- Developed a number of recommendations for the consideration of the Council (see above);
- Appointed **BEV DUTOFF** as an additional member of the Joint Working Group on Alternative Working Arrangements;
- Appointed four members to AMERCs (AMAPCEO-Ministry Employee Relations Committees): **IAN GLYNWILLIAMS** (MCSCS), **PAUL GLASSFORD** (MNR) and **ARTHUR BROWN** and **RICHARD ROGACKI** (Energy and Infrastructure).

Continued on page 9

AMAPCEO Health, Safety and Wellness Conference



Health and Safety Representatives at the 4th Annual AMAPCEO Health, Safety and Wellness Conference, held on April 22nd, 2009.

AMAPCEO's fourth annual Health, Safety and Wellness Conference was held on Wednesday, April 22nd in Toronto. This was our largest event so far, with over 130 health and safety representatives from across the OPS attending – quite an increase from the 80 representatives who attended our first conference in 2006. (Member interest in health, safety and wellness issues continues to increase; please see the list of the 25 new health and safety reps elsewhere in this edition.)

GARY GANNAGE opened the conference by noting that our members understand that health and safety hazards can be found in office settings, not just in industrial or construction worksites, and that knowledge workers actually have their own unique health and safety priorities. Members also understand that health and safety issues affect them in a very personal way and on a daily basis – and that the joint health and safety committee can often have a real impact in making the workplace safer.

A round-table discussion enabled members to report on best practices and achievements, as well as discuss challenges and other issues at their workplace locations.

Among the issues that were identified:

- Scents in the workplace
- Indoor Air Quality
- Challenges of shared office space (with private sector tenants in multi-employer buildings)
- Difficulty developing/maintaining local joint health and safety committees
- Development of wellness programs
- Ergonomics
- Office redesign and the challenges posed by the “open-concept” environment and misguided “cubicle-ization”.

This year's keynote speakers included Dr. **JOHN MOLOT**, an expert on indoor air quality/sick building syndrome and the adverse health effects it can have on individuals, and **DONNA HARDAKER**, a mental health specialist who spoke on her personal experience with mental illness and coping with stigmas and emotionally charged situations in the workplace.

A list of health and safety representatives can be found, listed by workplace location and ministry, on the website at www.amapceo.on.ca. If you find you do not have a health and safety representative for your area and you would like to volunteer, please contact **LIZA PAPANIKOLAOU** (lizap@amapceo.on.ca or by telephone at 416-595-9000 ext 2725).

Now on to Unfinished Business....

continued from first page

Job Evaluation. Finally, of course, we were successful in convincing the Employer to re-commit to the Job Evaluation Project. We have a new timeline, which we are hopeful the Employer will observe, but we commit to you, our members, to do our best to move this project along in the most effective manner possible. If you have not yet done so, I encourage you to read the article “What is the AMAPCEO Job Evaluation Project and Why is it Important?”, summarized in this newsletter but posted in full on the website.

As I have written in this space previously, bargaining is never really over; it is a continuous process of building on gains made in one collective agreement and working to make improvements in subsequent rounds, requiring ongoing work by your bargaining agent between formal negotiations. You, as an individual member, also have a critical role to play, in ensuring that the collective agreement is observed in your workplace. With your continued support and participation, AMAPCEO will be successful in making the OPS an even better place to work.

AMAPCEO Member Profile: The Ontario Agency for Health Protection and Promotion

In this month's issue of *AMAPCEO Member News*, we feature the work of AMAPCEO-represented employees in one of our newest bargaining units, the Ontario Agency for Health Protection and Promotion (OAHPP), many of whose staff were former employees in the Ministry of Health and Long-Term Care.

On December 15th, 2008, AMAPCEO colleagues in the Public Health Labs were transferred to the OAHPP, an independent crown agency that was established following the SARS outbreak with a mandate to bring academic, clinical, public health and government experts together to focus on the areas of infectious disease, infection control and prevention, health promotion, chronic disease and injury prevention and environmental health. AMAPCEO represents 35 staff in 12 laboratories across the province.

SANDRA EDELSWARD, a Program Coordinator for drinking water, took on her current role in 2002. She applied for this job because she had experience as a Senior Technologist supervising the Environmental Microbiology section of the Public Health Laboratory in London during the Walkerton E. coli outbreak in May 2000. "At that time", says Edelsward, "the London lab saw its drinking water testing increase by 22% in just a few weeks and by the peak of the outbreak, the lab received approximately 2,300 samples in one day. After observing the impact a large waterborne outbreak can have not only on a community, but the province as well, I felt I could put my technical experience and my background in health promotion and education to good use helping the labs meet their requirements for testing."

Working as a medical laboratory technologist in a community laboratory that was looking at accreditation for water testing, **MARJORIE ALLEN**, now a Quality Assurance Coordinator, got involved in writing a quality manual and helping to get certification for the lab. "This led to more involvement in accreditation programs and auditing. Eventually, I left medical laboratory technology and did consulting work in quality assurance," says Allen. "After about 5 years of consulting to various industries, I ended up working more and more with laboratories until I accepted a job as Quality Assurance Coordinator with MOHLTC".

Modelled on successful centres in Europe, British Columbia and Quebec, the OAHPP brings academic, clinical, public health and government experts together to focus on problems that have not typically been addressed in a single agency or department. Disease prevention, health promotion and environmental health will be key components of the agency.

"The most rewarding thing about my job is helping staff at all 12 laboratories achieve their goal of improving and protecting the health of the people of Ontario", says Edelsward. "I provide information they need to meet all the requirements for testing, and I help them meet those requirements by streamlining communication packages, reviewing documentation and monitoring precision and accuracy at a branch and individual laboratory level. This coordinated communication has been very effective with all labs performing extremely well during their accreditation assessments and licensing inspections."

Assisting the people of Ontario and providing superior service is gratifying to those who work in the OAHPP. "It's always nice to feel like I am helping those around me," says Allen. "Problem solving and facilitation is also very rewarding."

Like any other occupation, staff at the OAHPP face many daily challenges. While Allen stresses that there isn't enough time to do everything on her to do list, Edelsward's challenge is monitoring what the media has to say about water quality and finding out what are the best new regulations for water quality. Both agree that being part of a new agency is an exciting opportunity.

AMAPCEO is proud to represent the staff of OAHPP. They play a vital role in protecting our health and, along with the 11,000 other public servants we represent, help to make Ontario a great place to live.

(This is the tenth in a series of occasional articles on the work of AMAPCEO-represented employees. Your comments and suggestions for future articles are welcome.)

Barbara Gough Elected Secretary.... *continued from front page*

the Board's Executive Committee and acts as corporate secretary of AMAPCEO and secretary to its principal governing bodies (the Board, Provincial Council and the Annual Delegates' Conference). The position of Secretary is up for nomination and election again this Fall at the ADC.

Frank Cerilli resigned as Secretary in early May to accept an acting assignment in a management position. A program advisor with the Ministry of Children and Youth Services in North Bay, Frank is a former Chair of the North Bay Chapter and a long-time AMAPCEO Delegate and Workplace Representative. Members of the Board and Council wished Frank well at his final meetings and thanked him for his many contributions to AMAPCEO.

Book Review

Benefits of Public Service a Bargain for Canadians

Canada's Quiet Bargain: The Benefits of Public Spending by Hugh Mackenzie and Richard Shillington, Canadian Centre for Policy Alternatives, Toronto, April 2009 (40 pages).



According to a new research study, the vast majority of Canadians enjoy a higher quality of life because the public services their taxes fund represent a huge bargain. The study, conducted by the

Canadian Centre for Policy Alternatives (CCPA), compares the benefits of public services provided by federal, provincial and municipal governments against the benefits of recent tax cuts.

The study argues that taxes should properly be viewed as an investment in public services that produce enormous public benefits and that these benefits to Canadians can now be quantified. *Canada's Quiet Bargain: The Benefits of Public Spending* challenges incessant calls for tax cuts and concludes that public services make a significant contribution to the majority of Canadians' standard of living – worth at least 50% of their income.

“What passes for a tax cut debate in Canada is really only half a debate,” writes co-author and economist **HUGH MACKENZIE**. “Our taxes pay for services that are extremely valuable to Canadians. The suggestion we often hear, that taxes are a burden, hides the reality that our taxes fund public services that make Canada's standard of living among the very best.”

In addition to his work as a CCPA Research Associate, Hugh Mackenzie also serves as AMAPCEO's nominee on the Ontario Pension Board, which administers the Public Service Pension Plan.

The CCPA study shows that middle-income Canadian families enjoy public services worth about \$41,000 – or 63% of their income. Even households earning \$80,000-\$90,000 a year enjoy public services benefits equivalent to about half of their income.

A link to the study can be found on the AMAPCEO website (www.amapceo.on.ca).

Thanks to John, Stephen and Tim

A vote of thanks and best wishes to three AMAPCEO activists who have decided to step down recently: **JOHN KIRK**, former Chapter Chair in the MCSS/CYS Chapter, Delegate and Workplace Representative; **STEPHEN STEIN**, Chair of the Municipal Affairs and Housing Chapter; and **TIM UUKSULAINEN**, former Chair of the North Bay Chapter. Stephen, who has the distinction of having served longer than anyone else as Chair of the Provincial Council, is also retiring from the OPS. All three have served their colleagues and AMAPCEO well and will be missed.

From the Archives

June 2003: *AMAPCEO wins major settlements with the Employer.* The June 2003 edition of AMAPCEO Member News reported that AMAPCEO had recently negotiated three settlements resolving a number of disputes arising from the implementation of the current collective agreement, which had been ratified the previous year. We had challenged the Employer's interpretation of how to administer the pay for performance provisions; as a result of the settlement, an additional 400 AMAPCEO-represented employees received P4P bonuses for 2001-02. We also disputed the Employer's interpretation of how to treat overtime, including compensation for travel time, use of credits to determine the threshold for earning overtime and how it is authorized. In the settlement, the Employer acknowledged that all of AMAPCEO's interpretations were correct. Finally, AMAPCEO sought a remedy for the Employer's inordinate delay in implementing 2001 and 2002 salary increases, merit and P4P. As part of the settlement, employees were credited with two hours of compensating leave in lieu of interest on the delayed payments.

June 2005: *AMAPCEO and Employer ratify a two-year agreement.* The June 2005 edition reported that, after five days of voting, sixteen information sessions across the province and two teleconferences, AMAPCEO members ratified a two-year renewal of their collective agreement, including salary increases for 2004 and 2005, significant improvements in overtime, an extra paid (COC) day off each year and an important clarification of rules permitting the job evaluation project to proceed.

New Members of the Central Health, Safety and Wellness Committee

AMAPCEO welcomes three new members to its central Health, Safety and Wellness Committee, all appointed by the Board of Directors in February:

CHRIS BAMBER, MCSS Sudbury
MARCO MERUCCI, MTCU Windsor
CHRIS NIECKARZ, MOHLTC Toronto.

Three incumbent members will continue on the committee, since their terms have not yet expired: **PAULA EYLER** (MCSS Kenora), **BARBARA GOUGH** (MTCU Toronto) and **KAREN KHAN** (Revenue Whitby). Congratulations to the new members and many thanks to **SANDRA LANE** (Finance Toronto) and **MICHAEL STEVENSON** (MCSS Hamilton), both of whom have stepped down from the committee after many years of service.

AMAPCEO Office Staff News

As reported previously, your elected Delegates approved last November an increase in the AMAPCEO office staff in order to improve member services. Since March, the following six staff members have joined the AMAPCEO Office.

Three new Labour Relations Officers started in the Operations and Planning Department:

ADAM CHALEFF-FREUDENTHALER studied Public Policy and Political Science at Concordia and Journalism at Ryerson University. Adam worked most recently for the Workplace Safety and Insurance Board, where he was a senior issues analyst since 2006. He was previously Director of Council Relations with the Toronto Youth Cabinet and worked for a Toronto city councillor's constituency office. He is currently a citizen member of the Toronto Public Library Board, where he serves on the employee and labour relations and budget committees and he also writes for *Spacing* magazine, where he contributes articles about City Hall. Adam will work on job jurisdiction, policy development and membership communication.

JENNIFER PACHECO has a BA in Labour Studies/Health and Society from York University. Since 2006, she has worked as a lead organizer for the Service Employees International Union (SEIU) in Ontario, training volunteers, representing the union at the OLRB and leading other organizing staff. Prior to that, she worked for UNITE-HERE and served internships with the two components of that union before their merger: Hotel Employees and Restaurant Employees International Union (HERE) and the Union of Needletrades, Industrial and Textile Employees (UNITE). Jennifer will work on exclusion disputes, job jurisdiction and related issues.

JENNIFER SHERWOOD has a Masters in Social Work from Carleton University, a BA in Social Work from the University of Regina and a BA in Political Science from the University of Saskatchewan. Most recently, she worked for the federal NDP in Ottawa – during the federal election as a media relations officer as part of the Leader's Tour and prior to that as a researcher for the caucus. She has also worked as a researcher for CUPE, supporting its National Task Force on Women. During her career as a social worker in Saskatchewan, she was active in the Saskatchewan General Employees' Union, serving as a chief steward. Jennifer will work on health, safety and wellness policy issues and on membership development.

The Dispute Resolution Department also welcomes three new staff:

FATIMAH KRABI will work as a Workplace Advisor, focusing on training, member enquiries and dispute resolution in-take. Fatimah holds a Master of Industrial Relations and Human Resources degree from the University of Toronto, a Bachelor of Commerce degree from Ryerson University and a Certified Human Resource Professional (CHRP) designation. She worked most recently as a Labour Relations Analyst for the Ontario Ministry of Government Services, serving several ministry clients.

ELISA MESITI also joins AMAPCEO as a Workplace Advisor, focusing on training, member enquiries and dispute resolution in-take. She has a Bachelor of Commerce degree and a Masters in Industrial Relations from Queen's University. Elisa has had prior experience and involvement in the arbitration process including analyzing collective agreements and conducting research while working at the law firm of Blake, Cassels & Graydon.

DONNA WALROND has joined AMAPCEO as a Dispute Resolution Officer. Donna holds a Bachelor of Laws degree and a BA in Public Policy and Administration, both from York University. She was called to the Bar of Ontario in 2008. Donna comes to us with a wide range of working experience and skills in areas of employment law and labour relations. She worked most recently on grievances at OPSEU and previously in summer jobs in the Ontario Ministries of Labour, Transportation and Economic Development.

And finally, two changes affecting existing staff: Labour Relations Specialist **SARAH DECLERCK**, who was on a leave of absence to work with CUPE, has decided not to return from her leave, with the result that **SARAH BURD**, Labour Relations Officer, has been promoted to the Specialist position. Many thanks to Sarah D. for her contributions to AMAPCEO and best wishes as she continues her work with CUPE and congratulations to Sarah B., who will work on bargaining, job jurisdiction and exclusion issues.

AMAPCEO Staff Focus on Producing Future Taxpayers!

AMAPCEO is happy to announce the birth of two new Ontario citizens, with two more expected shortly.

Congratulations to Research Officer **JONATHAN CARSON** and his wife (and AMAPCEO member in good standing) **HEATHER SCHRAMM**, on the birth of their baby boy, **ELLIOTT**, and to Director of Administration **ANGELA STEWART** and her husband Stan on the birth of their baby daughter **SOPHIA**.

During Angela's maternity leave, **FARRAH KARIM** has taken on the role of Acting Director of Administration and **SANDRA FRANCIS** has returned from the OPS to fill in for Farrah as Acting Senior Administrative Officer.

LINDA POONAM UMANA and **MARIJA GONZALEZ** also started their maternity leaves last month. **QUMI KARA** will fill in for Linda as Administrative Assistant, Office Support; Qumi worked most recently for Scotiabank. **JODI BLAZO** will fill in for Marija as Receptionist/Secretary and comes to AMAPCEO after working most recently at Rouge Valley Centenary Hospital.

New Health and Safety Representatives Appointed

On behalf of the Board of Directors, the Health, Safety and Wellness Committee has appointed the following 25 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:

JENNIFER CARTER	Health and Long-Term Care 1075 Bay Street, 8th Fl., Toronto	LAURIE HARABARAS	Attorney-General 777 Bay Street, 11th Fl., Toronto
MANI CHAUHAN	Government Services 901 King Street, W., 3rd Fl., Toronto	NANCY HARRIS	Government Services 155 University Avenue, 5th Fl., Toronto
LAURA CICCHELLI	Government Services 155 University Avenue, 5th Fl., Toronto	ANN HUNG	Education 777 Bay Street, 4th Fl., Toronto
GAZELLE D'ZOUZA	Health and Long-Term Care 1075 Bay Street, 9th Fl., Toronto	NIDAH IBRAHIM	Government Services 180 Duncan Mill Road, Toronto
SHELINA DHARSEE	Small Business and Consumer Services 900 Bay Street, 8th Fl., Toronto	GORDON JANSEN	Economic Development 900 Bay Street, 6th Fl., Toronto
ROSA DELIRA	Community and Social Services 2 Bloor Street W., 25th Fl., Toronto	JENNIFER OSMAN	Community and Social Services 5255 Yonge Street, Toronto
MORRIS EVANGELISTA	Economic Development 900 Bay Street, 6th Fl., Toronto	ANDREA PASTORI	Environment 135 St. Clair Avenue W., 11th Fl., Toronto
GRAHAM FLANAGAN	Small Business and Consumer Services 56 Wellesley Street W., 4th Fl., Toronto	RICHARD ROGACKI	Energy and Infrastructure 880 Bay Street, 3rd Fl., Toronto
EVA GARVEY	Health and Long-Term Care 1075 Bay Street, 9th Fl., Toronto	ROY SCOTT	Transportation 900 Bay Street, 1st Fl., Toronto
AMANDA GASKIN	Community and Social Services 80 Grosvenor Street, 3rd Fl., Toronto	LUISA TMEJ	Small Business and Consumer Services 777 Bay Street, 5th Fl., Toronto
HARDEEP GHUTARORA	Government Services 901 King Street W., 4th Fl., Toronto	ELIZABETH TURNBULL	Research and Innovation 56 Wellesley Street, W., 18th Fl., Toronto
MELISSA GOBIN	Community and Social Services 2 Bloor Street W., 6th Fl., Toronto	FAITH WALDRON	Small Business and Consumer Services 777 Bay Street, 5th Fl., Toronto
CAROLYN HAFFEY	Government Services 155 University Avenue, 8th Fl., Toronto		

For more information on health and safety issues, please visit www.amapceo.on.ca.

Board and Council News.... *continued from page 4*

- Created a Board Committee on Diversity (please see the call for nominations on the website);
- Approved a recommendation from the Audit Committee to issue an RFP for an external auditor;
- Considered the 57 recommendations of the Chapter Development Committee referred by the Provincial Council (see above) and submitted a progress report to the council at its April meeting.

AMAPCEO Board of Directors

Executive Officers:

Gary Gannage
President

Robert Stambula
Vice-President

Keith Baird
Treasurer

Barbara Gough
Secretary

Directors:

Dave Bulmer

Domenic Fragale

Dan Skwarok

James Tregonning

AMAPCEO, established in 1992, represents 11,000 professional and supervisory public servants, most of whom 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 three independent agencies: the Office of the Provincial Advocate for Children and Youth; the Ontario Agency for Health Protection and Promotion; and the Mental Health Centre Penetanguishene.

New Workplace Representatives Appointed

The AMAPCEO Board of Directors has appointed the following nine 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:

VIRGINIA BARNETT	Revenue, Oshawa
NELLA BELCASTRO	Health and Long-Term Care, Kingston
MARGO GOULD	Health and Long-Term Care, Kingston,
ANGELA HINTON	Education, Toronto
BRUCE KEOWN	Agriculture, Food and Rural Affairs, Guelph
JOHN LIPCSEI	Health and Long-Term Care, Kingston
RICHARD ROGACKI	Energy and Infrastructure, Toronto
SANDY ROULSTON	Agriculture, Food and Rural Affairs, Guelph
RACHEL SPIAR	Community and Social Services, Toronto

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 and 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