

Reminders from the Website:

For OPS members: As of April 1, the Employer will pay the full cost of premiums for Long-Term Income Protection (LTIP), vision and hearing coverage.

For PSPP members: New pension plan buy-back options have been announced and the Pension Board is offering a new range of e-services on its website.

More details at www.amapceo.on.ca.

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Ontario Budget Impact Not Yet Clear

Gary Gannage, President

IT IS NOT YET CLEAR how the March 25th Ontario Budget and the announced wage restraint measures will impact on bargaining. The budget does not affect our two current collective agreements (in the OPS and OPACY), both of which expire on March 31st, 2012, so the scheduled compensation increases in those agreements continue. Bargaining in our two other bargaining units (the Mental Health Centre Penetanguishene and the Ontario Agency for Health Protection and Promotion) are ultimately subject to arbitration under the *Hospital Labour Disputes Arbitration Act*.

We will obviously monitor developments and will keep members up to date as events transpire and as clarity becomes more apparent. According to the Finance Minister's statements, however, the government will be "seeking" a two-year salary freeze when current collective agreements expire.

It is hard not to react to the wage restraint measures with the same response articulated by *Toronto Star* columnist Thomas Walkom, who noted that public servants are being asked to take most of the hit in order to help the government balance its books. "Public sector workers didn't cause the recession that led to Ontario's record \$21 billion deficit", Walkom wrote the day after the budget was tabled. "Nor were they the only Ontarians who avoided layoffs in this recession".

One of the observations I have made in the past is that public servants are told by their employers that salary expectations need to be dampened in times of economic restraint, but we get the same

message when the economy is booming: it seems the time is never right to take a serious look at public sector compensation.

This is one of the reasons we have continued to press ahead with our job evaluation project in the OPS. When we negotiated our current OPS collective agreement last year, both the employer and AMAPCEO agreed that we would continue working to finish the joint job evaluation process and then sit down and negotiate the salary ranges for the new eight-level classification system, as well as any related monetary issues. We intend to follow through on what we negotiated and we expect our employer to do the same. In particular, we expect our employer to honour what both the Premier and the Minister of Finance have said in their welcome and positive public statements about the value of public servants.

IN FACT, INDEPENDENT RESEARCH conducted by the HayGroup has established that AMAPCEO members' salaries significantly lag behind comparable positions in the private sector. The Premier, the Minister of Finance and the stakeholders with whom we work praise both the quality and the importance of what we do. As we often say, AMAPCEO members "make government work". We intend to make sure that we are paid fairly for that work.

Positive talk from our political masters is always welcome, but it needs to be backed up by positive action. That is what we will be looking for as we engage in bargaining with our employers.

Board News

In meetings held in December, January, February and March, the Board of Directors:

- Revised the appointment policies for Health and Safety, Workplace and AMERC representatives to address attendance at meetings and to specify a process for representatives to step aside if they are facing criminal charges;
- Appointed six members to AMERCs (see further below);
- Re-elected **KEITH BAIRD** as Board Chair;
- Reviewed financial statements;
- Reviewed the annual office space/real estate report;
- Appointed members to the Pension and Workplace Relations Committees;
- Heard and decided one member's appeal against a decision not to take a dispute to arbitration; and
- Received reports from the President, Vice-President, Secretary and Treasurer.

New AMERC Appointments

The Board of Directors has appointed the following six members to sit on a number of AMERCs (AMAPCEO-Ministry Employee Relations Committees). An AMERC, consisting of employer and AMAPCEO members, is established under the OPS Collective Agreement in each ministry and is responsible for establishing and maintaining a positive and constructive relationship between the parties and for working together to resolve issues that arise in the day-to-day administration of the Collective Agreement.

To be appointed to an AMERC, AMAPCEO members must first be trained as Workplace Representatives.

Culture & Tourism - **WAYNE BEATON**

Energy & Infrastructure – **LINDA POIRIER**

Energy & Infrastructure – **CHRIS GOETHEL**

Environment - **JAYNE SMITH**

Government Services – **ANGELO DIGIACOMO**

Municipal Affairs & Housing – **LEE TREGWIN.**

Council News

The January meeting of Provincial Council was devoted to an all-day session focusing on chapter development, featuring peer-led workshops on “Chapter organizing for member engagement” and “Team-building, governance and communication in a dispersed chapter”. Members found the format and the information quite useful. The council plans on holding at least one such meeting annually. At the February meeting, the council received a number of reports from executive officers in a half-day session. The board tabled a revised budget template to assist chapters in preparing their annual budget submissions and Chapter Chairs reported on recent chapter activities.

Board Committee Appointments

After calling for self-nominations from the membership, the Board of Directors in March appointed members to two board committees – the Pension and Workplace Relations Committees.

(The terms of members on two other board committees - the Health, Safety and Wellness Committee and the Diversity Committee – do not expire until next year.)

Appointed to the Pension Committee to join Board member **DAVE BULMER** were:

KATE AZURE, MOHLTC Toronto

RICK BERTOZZI, MTO Toronto

BILL COLEMAN, Education Toronto

DOUG CROSKERY, MCSCS North Bay

JEFF EVANS, MGS Toronto

MARCO MERUCCI, MTCU Windsor.

Stepping down from the Pension Committee this year were: **FRANCINE BAMFORD**, **MARGARET KIPP** and **PRASAD RAO**.

Appointed to the Workplace Relations Committee to join Board member (and Chair) **DAN SKWAROK** were:

KEN BOTARI, Labour Toronto

CETTINA CUFFARO, Education Toronto

IAN GLYNWILLIAMS, MCSCS Toronto

(re-appointment)

HAROLD HAYNES, MAG Hamilton

ROBERT JANIGA, MCSS Toronto

DENIS NOEL, MCYS North Bay

TERRY PETERS, MCYS Kingston

(re-appointment)

Stepping down from the Workplace Relations Committee were: **LINDA BALLANTYNE**, **RAJ CHOPRA**, **DAVID FARR**, **BARBARA GOUGH** and **BARBARA STEAD**.

The Board of Directors wants to thank all those who nominated themselves for a committee position and especially offers a vote of appreciation to those members stepping down this year for their past contributions to the work of the Board's committees.

ServicePlus Officially Launched

AMAPCEO's NEW MEMBERSHIP SERVICES program, ServicePlus, was officially launched in February. Thousands of AMAPCEO members have visited the ServicePlus site, which is accessed through the Members' Only section of the AMAPCEO website.

Among the services available are discounts on: group life, home and travel insurance, Rogers Wireless, Apple, The Brick, Delta Hotels, Avis rent-a-car, VIA Rail and Park 'n Fly airport parking. New, starting this month, is a partnership with Mark's Work Wearhouse. Of particular interest to AMAPCEO members will be the group travel insurance, which is actually a better program than the out-of-province coverage we agreed to give up in the most recent round of OPS bargaining.



To log on to the Members' Only page on the AMAPCEO website, you need an AMAPCEO Membership ID number. If you have already signed an AMAPCEO membership or associate membership form, you can retrieve your membership

ID number by visiting the AMAPCEO website (www.amapceo.on.ca), and clicking on the Members' Only/ServicePlus link found in the bottom left-hand corner. You will see "If you don't know your login and/or password, or if you have forgotten it, please click here"; click and enter your full work e-mail address. Your membership number will be automatically generated and sent to you at that e-mail address.

If you are not a signed up member and would like to take advantage of ServicePlus, please go to the AMAPCEO website to fill out a membership form, which can be found in "Documents and Forms" on the left-hand side menu of the homepage. (If you are acting in the AMAPCEO unit from elsewhere, you are eligible to become an associate member; the associate membership form can also be found in the Documents and Forms section.) You can either fax in your completed and signed form (to 416-340-6461) or send it as a pdf by e-mail to amapceo@amapceo.on.ca; we will send a confirmation e-mail to you with your membership ID number as soon as possible after receiving your completed form.

If you have any questions about ServicePlus or how to access the site, and especially if you have any problems accessing the site, please contact **LIZA PAPANIKOLAOU**, AMAPCEO's Communications Officer, at ext 2725 at the AMAPCEO office (toll free at 1-888-AMAPCEO or locally at 416-595-9000) or by e-mail at lizap@amapceo.on.ca.

Quick Updates



HST. As reported earlier, just over 1,200 OPS positions are scheduled to be divested to the federal government as part of the Harmonized Sales Tax initiative. Of these, 116 are AMAPCEO-represented positions, all but two of which are scheduled to transfer on

March 1st, 2012. AMAPCEO has been engaged in "reasonable efforts" discussions with the OPS employer to ensure that the OPS is using its reasonable efforts to ensure that our members will be placed in positions with the federal government that match as closely as possible current terms and conditions of employment.

While there has been much discussion in the media about the severance to be paid to "HST tax collectors who are not losing their jobs", it is important to note that (a) they *are* losing their jobs; they are moving to a different employer with not insignificant potential impacts on their salary and pensions; (b) the severance they will receive is their normal severance they are entitled to under the *Public Service Act*, as codified in our Collective Agreement; and (c) they will lose their seniority, which is not being carried over to the new employer, so if the federal government decides to downsize in the future, our members will be treated as "new" employees for purposes of surplusage; that is why their severance entitlement is being paid out now.

Job Evaluation. As noted elsewhere in this newsletter, ten members have been seconded into the AMAPCEO office to work on the final part of Phase III of the OPS JE Project. Applications for the secondments were invited last July; the secondees will help in conducting AMAPCEO's evaluation of the employer's revised job descriptions for AMAPCEO positions in existence as at December 31, 2007. At the same time, employees in jobs created between January 1st, 2008 and December 31st, 2009 will receive a Position Information Questionnaire (PIQ) to complete and return, in order to provide job information so the employer can prepare new job specs for those positions (information has been distributed directly to affected individuals, but is also posted on the AMAPCEO website). The final evaluation of all jobs (and assignment to one of the eight new classification levels) requires agreement of AMAPCEO and the employer at the Joint Steering Committee. This would complete Phase III and lead to Phase IV, during which AMAPCEO and the employer will negotiate the rates and salaries of the eight levels and any other monetary consequences of the new system.

AMAPCEO Member Profile: Inspectors at the Private Career Colleges Compliance Unit

When we think of colleges in Ontario, we tend to think first of community colleges (formally known as colleges of applied arts and technology) or of university affiliates such as Glendon College at York University or King's College at the University of Western Ontario. These colleges are all part of the publicly-funded postsecondary sector.

Thanks to recent coverage by the *Toronto Star*, Ontarians are now more aware of another kind of college – the private career college, of which there are over 500 registered to operate in this province. Career colleges, which are private businesses that do not receive government operating grants, offer 2,800 programs to over 38,000 Canadian and foreign students annually, preparing graduates for specific trades or specialized skills.

Private career colleges were thrust into the spotlight in early 2007 and then again in the fall of 2009 when the *Toronto Star* published a series of articles exposing schools that offered fake credentials. The series criticized the government for poor monitoring, but in the last few months, with the aid of inspectors and investigators, the government has strengthened and endorsed harsher penalties for wayward colleges that take advantage of students. This issue of *AMAPCEO Member News* looks at AMAPCEO-represented public servants who monitor private career colleges.

There are about a dozen staff who function as inspectors and investigators in the Ministry of Training, Colleges and Universities. Inspectors focus on day to day liaison with a portfolio of colleges, whereas investigators focus on compliance and enforcement matters. Private career colleges in Ontario are governed by the *Private Career Colleges Act*, which requires colleges to be registered and to submit their programs to the ministry for approval. Ministry regulations deal with standards, advertising, refund policies and the qualifications of instructors.

AMAPCEO Member News recently spoke to three inspectors in the Registration and Compliance Unit, responsible for making sure career colleges comply with the provisions of the Act.

YVONNE BOGORYA , KATHY PENFOLD AND TECA

CAMERON are responsible for registering new private career colleges, renewing registration, approving and reviewing vocational programs and registering new campuses. On a daily basis, they investigate student complaints, manage various issues of compliance and conduct risk inspections.

“There is a need to monitor PCCs (private career colleges) with regards to their administration, student refunds and complaints and the way in which they are advertising,” says Bogorya. “Our job is to protect the public against any misleading or false information or any exaggerated claims.”

“The goal is to ensure that PCCs are compliant throughout the registration cycle,” Penfold adds. “We work with these colleges to improve our processes.” Cameron noted that their role is multi-faceted, containing “a mixture of enforcement duties and regulatory administration duties. We are supported by a Manager and a Program Coordinator.”

“The most rewarding part is the ability to resolve issues and provide information that may help to improve a college's operation,” says Bogorya. “It is satisfying to see improvements and make sure that the vocational programs are effective and meet student needs.”

Cameron agrees with her colleague. “I enjoy handling the compliance and enforcement aspects of the job...I find it rewarding when I handle a situation that really makes a difference in the life of a student.”

Penfold has enjoyed the opportunity to work with the private sector. “I like to see how private business owners grow and manage their business. The variety of vocational programs offered by PCCs is very broad, encompassing trades, professions and everything in between.”

As with most jobs that deal with monitoring and adhering to regulations, these inspectors face many hurdles and challenges daily.

“The volume of work presents challenges as do the changing expectations regarding the focus of the Registration Unit,” says Penfold. “We recently switched job titles from Program Consultants to Inspectors. The new Superintendent noted that the change more accurately reflects our role as regulators of the *Private Career Colleges Act*, as opposed to “consultants”. It is challenging to manage relationships with the 75 plus schools [assigned to each of us]... and students look to us to protect their interests.”

Bogorya adds: “It's a challenge to manage all the issues in my portfolio, as well as meet the expectations of the public in a timely manner. Some student complaints are complex and time consuming, as PCCs offer a broad range of programs including hairstyling, truck driving, personal support worker and business and computer technology courses. With such diverse programs there is a lot of information that one needs to have in order to maintain appropriate standards and make sure that students get what they pay for and that they are being prepared for a vocation to be successful in the future.”

“Overall, the workload is substantial and challenging to manage,” says Cameron. “In order to be successful at the role, we must be skilled at prioritizing, time management, and negotiation and have exceptional organizational abilities.”

A salute to the important work of private career college inspectors and investigators, who play a vital role in protecting students and the integrity of their learning experience.

(This is the 13th profile in a series of occasional articles on the work of AMAPCEO-represented employees in our workplaces across the province and in ten cities outside Canada: the Ontario Public Service, the Office of the Provincial Advocate for Children and Youth, the Ontario Agency for Health Protection and Promotion and the Mental Health Centre Penetanguishene.)

Book Review

Am I The Only Sane One Working Here? 101 Solutions for Surviving Office Insanity

By Albert J. Bernstein (McGraw Hill Professional, 2009).



You've probably asked yourself this very question many times throughout your career. A new book offers to help guide you through your workplace insanity.

In theory, the office environment is supposed to be rational and professional. Not surprisingly, most offices do not function this way and can be very dysfunctional. If you work alongside a colleague or a manager who exhibits annoying (or worse) behaviour, author Albert Bernstein offers possible solutions for dealing with them.

The first step, he says, is to accept the craziness for what it is and learn to use it to your advantage. The trick to working with crazy people is to deal with them from *their* point of view. The No. 1 rule is to think before you speak; especially when the situation is stressful, never say the first thing that comes into your mind.

Among the topics addressed:

- What are the key workplace “types”, including the narcissistic boss, the micro-managing control freak, the passive-aggressive colleague;
- Why the people you work with do stupid and annoying things, and what you can do to get them to stop;
- Why doing a good job and succeeding are not necessarily the same thing;
- How to get people who never listen to listen to you;
- How to protect yourself from lies by learning how to think like a liar;
- How to promote yourself without sounding like an ego-maniac.

By changing your attitude and learning to view situations from the perspective of others, the author suggests his solutions can help you go from puzzled to powerful.

Briefly noted. Two books have been in the news recently. *Discipline without punishment* by Dick Grote (AMACOM, Second Edition, 2006). An alternative to fear-based approaches to discipline, this book promotes a positive, responsibility-based approach instead. The author documents workplaces that have “abandoned warnings, reprimands, probation, demotions and unpaid disciplinary suspensions” in favour of treating employees more like adults. He suggests strategies for implementing more rational and mature approaches to managing the workplace.

On a related theme, Edgar Schein, a management professor at the Massachusetts Institute of Technology, has written *Helping* (Berrett-Koehler Publishers, 2009), in which he argues that leaders must learn the twin skills of being able to give, and accept, help – primarily because no one can know enough or have enough connections to sit at the top of an organization and make decisions. He suggests that managers need to understand the value of humility and that a spirit of “humble inquiry” is a more useful and appropriate leadership skill than traditionally-valued command-and-control approaches that often cut off discussion and the necessary flow of information on which good decisions should be based.

Chapter News

A few recent changes in the leadership of three Chapters: **CHRIS GOETHEL** is the new Chair of the Environment, Energy and Infrastructure Chapter, having been elected by acclamation in a March by-election. Chris served as Chapter Chair a number of years ago in his former Chapter (Finance), where he was most recently a Delegate. He is a long-time member of the Elections and Credentials Committee and is also a Workplace Representative and a member of the Energy and Infrastructure AMERC. Many thanks to **RICHARD ROGACKI** who filled in for six months as Acting Chair. Richard will continue as a Workplace Representative and as a Delegate.

With **MURRAY GAUDREAU**'s election to the Board of Directors in December, he was required to step down as Chapter Chair in Education, Training, Colleges and Universities. Delegate **MATHEW THOMAS** has been selected by the Chapter Executive Committee to serve as Acting Chair until the next election. Finally, **VALERIE RUSSELL** is back from secondment to resume the chairmanship of the Health and Long-Term Care/Health Promotion Chapter, where Vice-Chair **GARY COLERIDGE** has been acting for a few months. Thanks to Gary for stepping in to represent the Chapter.

Update on BPS Bargaining



A quick update on the status of bargaining first contacts in two bargaining units in the broader public sector. At the **Mental Health Centre Penetanguishene**, bargaining has begun, the two teams have met twice and proposals have been exchanged. In our unit at the **Ontario Agency for Health Protection and Promotion**, members have been surveyed and the bargaining team is reviewing the results to determine bargaining priorities. Negotiations are expected to begin soon. Both of these bargaining units were created as the result of the divestment of AMAP-CEO-represented employees from the OPS.

Fifteenth Anniversary of Voluntary Recognition

AMAPCEO celebrated an important event on March 29th: the 15th anniversary of the negotiation of our *Voluntary Recognition Agreement*, which was ratified on March 29, 1995. Although the Association was founded in 1992, it was voluntary recognition that transformed us from a professional association into a full-fledged bargaining agent.

By the end of 1994, AMAPCEO canvassers had signed up a majority of eligible employees and we submitted the signed membership forms to the Ontario Labour Relations Board in January 1995 with our request for certification. In the meantime, we were pursuing voluntary recognition discussions with the government in order to expedite what could have been a lengthy certification process at the OLRB. The agreement was signed by both parties on March 23, ratified by the AMAPCEO Provincial Council later that day and approved by Cabinet on the 29th, which became the official ratification date. Final implementation was contingent on the OLRB confirming our majority sign-up, which was done on May 12, 1995 following a formal count of the membership forms.

Among the significant features of the *Voluntary Recognition Agreement* were:

- The freeze on then-existing terms and conditions of employment was continued pending the negotiation of a first collective agreement. This meant that the government was prevented from unilaterally changing our working conditions until new conditions were negotiated.
- The employer agreed to consult AMAPCEO on a weekly basis (through the joint "Freeze Committee") on all reorganization and restructuring proposals, with binding arbitration available to settle any freeze-related disputes.
- The parties agreed that, if they could not reach agreement on a first contract, any disputes would be referred to binding, third party arbitration.
- The employer agreed to the Rand formula and began deducting dues from all represented employees once the majority support was confirmed by the Ontario Labour Relations Board. This allowed us to start paying our lawyers, repaying our debts and hiring more staff.
- AMAPCEO was given reasonable access to meeting rooms in government buildings.
- Leave provisions were negotiated to enable our representatives to attend meetings and conduct AMAPCEO business.
- A timetable was established for addressing the status of excluded positions.

The timing couldn't have been better, coming as it did just before the election in which the government changed from the NDP to the Conservatives. One year later, AMAPCEO negotiated an interim collective agreement that provided members with seniority and job security protection for the first time.

AMAPCEO Office Staff News

AMAPCEO welcomes **MARIAM MOKTAR** on her temporary appointment as Receptionist/Secretary, while **MARIA GONZALEZ** is on maternity leave. Mariam has held a number of positions over the last few years, most recently as a client representative at the Office of the Public Guardian and Trustee.

Congratulations to:

- **FATIMAH KRABI**, Workplace Advisor, who will be acting for Dispute Resolution Officer **GARY PERLMUTTER** during his parental leave, which began on March 25th; and
- Gary and his wife, Jenn, on the March 26th birth of their daughter, **SHAYE ANNE CYNTHIA BROOKS**.

A warm welcome to the following ten AMAPCEO members who have been seconded from their ministries to work in the AMAPCEO office on the Job Evaluation Project for an initial period of up to six months:

LINDA BALLANTYNE

Ministry of Government Services

SUZANNE BRUNET

Ministry of Health and Long-Term Care

PAMELA CHIU

Ministry of Health and Long-Term Care

CAROL CASTELLO-SMITH

Ministry of Education

TED KUNG

Ministry of Training, Colleges and Universities

MARY MURPHY

Ministry of Attorney General

CHRISTINE NIECKARZ

Ministry of Health and Long-Term Care

CORINNE PALMER

Ministry of Finance

LINDSEY RUTTAN-MORILLO

Ministry of Revenue (Whitby)

LINDA SUTTON

Ministry of Culture.

Finally, AMAPCEO is pleased to offer placements this year to three undergraduate student interns who are studying labour relations at local universities. The students spend approximately one day a week at the AMAPCEO office as they work on a research paper based in part on their experience with us. Welcome to **ADAM MAGLIOCCHI**, of the Labour Relations Program at York University, and to **FIONN SMYTH** and **MICHAEL KEEN**, both in Labour Relations at McMaster University.

Health, Safety and Wellness Update

Readers of *AMAPCEO Member News* will recall the ongoing saga of our attempts to seat AMAPCEO health and safety representatives as full members of local joint health and safety committees in MTO and Corrections. The Ontario Labour Relations Board ruled a number of years ago that, as required by the *Occupational Health and Safety Act*, all OPS bargaining units in a workplace must be represented on health and safety committees.

Despite this ruling, however, two ministries (MTO and the Correctional Services division of MCSCS) operated under special orders of the Minister of Labour that specified OPSEU as the only bargaining agent entitled to nominate health and safety members in those ministries. The Minister's Orders were issued over 20 years ago, before AMAPCEO's founding, when OPSEU was the only bargaining agent.

We reported last year on our success in finally getting the Ministry of Transportation to comply with the Act and seat our members. The employer has finally announced that committees in buildings where AMAPCEO-represented employees work in Corrections now will also comply. It has taken us a long time to get to this point, but we are pleased to now have representation on health and safety committees across the OPS.

The fifth annual AMAPCEO Health, Safety and Wellness Conference will be held on Wednesday, April 21st, and we expect over 180 representatives to attend – quite an increase from the 80 who attended our first conference in 2006. The increase in the number of members willing to volunteer to be a health and safety rep is a reflection of the importance that AMAPCEO members attach to health and safety issues in their workplace.

New Workplace Representatives Appointed

The AMAPCEO Board of Directors has appointed the following 11 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:

EARL ALEXANDER	Transportation, London
GAZIRA CHAN	Municipal Affairs and Housing, Toronto
DAVID EVANS	Cabinet Office, Toronto
SARAH HELMERS	Community and Social Services, Toronto
DANA JOHNSTON	Tourism and Culture, Toronto
VICTOR KHAIT	Community Safety and Correctional Services, Toronto
SUSAN KULCZYCKI	Education, Toronto
CEDRIC NAZARETH	Government Services, Toronto
LINDA POIRIER	Energy and Infrastructure, Toronto
JAYNE SMITH	Ontario Clean Water Agency, Toronto
MELANI TANDON	Citizenship and Immigration, Toronto

A complete list of AMAPCEO's 152 Workplace Representatives appears on the website at www.amapceo.on.ca - click on "Contact Us".

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.

Spring Chapter Elections Around the Corner



The Elections and Credentials Committee will be calling for nominations this month for a number of positions in eight of our 23 Chapters. Please watch for full details, including a nomination form, on the AMAPCEO website: www.amapceo.on.ca. The terms of three Chapter Chair positions are expiring – in the regional chapters of **Guelph** and **Northwest Ontario** and in the **MGS Chapter** in the GTA. Other positions open include Delegate to the Annual Delegates' Conference and at-large members of Chapter Executive Committees.

For electoral and membership development purposes, AMAPCEO members are assigned to ministry or regional Chapters across the Province. Some Chapters typically hold their elections in the Fall and others are scheduled in the Spring. Not all positions are always open for nomination, however, since terms are for two years and may not have expired yet. Incumbents are eligible for re-nomination.

2010 AMAPCEO Board of Directors

Executive Officers:

Gary Gannage
President

Robert Stambula
Vice-President

Keith Baird
Treasurer

Barbara Gough
Secretary

Directors:

**Theresa Anderson-
Butcher**

Dave Bulmer

Domenic Fragale

Murray Gaudreau

Dan Skwarok

New Health and Safety Representatives Appointed

On behalf of the Board of Directors, the Health, Safety and Wellness Committee has appointed the following 11 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:

LINDA BETHUNE	Health and Long-Term Care, 1055 Princess Street, 2nd Floor, Kingston;
RON GRISBROOK	Training, Colleges and Universities, 33 Bloor Street E., 2nd Floor, Toronto;
PETER GRUSZKA	Training, Colleges and Universities, 159 Cedar Street., Sudbury;
RICHARD ITTLEMAN	Attorney General, 330 University Avenue, 7th Floor, Toronto;
PAM KAUR	Government Services, 56 Wellesley St. W., 16th Floor, Toronto;
MARILOUT LONCOL- DAIGNEAULT	Culture, 400 University Avenue, 4th Floor, Toronto;
NICOLE MACE	Health and Long-Term Care, 500 Church Street, Level 1, Penetanguishene;
JIM MILLOY	Training, Colleges and Universities, 33 Bloor Street E., 2nd Floor, Toronto;
BARBARA RICHMOND	Health and Long-Term Care, 1075 Bay St., 9th Floor, Toronto;
LISA ROY	Financial Services Commission, 5160 Yonge Street., 16th Floor, Toronto;
LINDA SANTO	Training, Colleges and Universities, 33 Bloor Street E., 2nd Floor, Toronto.

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

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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.