

AMAPCEO MEMBER NEWS

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

OPS pay date calendar:

A 2012 pocket calendar should be inside this edition showing pay dates for our OPS members. The calendar can also be found on the AMAPCEO website: www.amapceo.on.ca/downloads, on the bottom right-hand corner of the home page.

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Public Service at Critical Juncture

Gary Gannage, President

Over the past year, I have travelled across the province, meeting and talking with members. I have shared the same message wherever I have gone: AMAPCEO and the employees we represent are at a critical juncture. We are facing the greatest challenges in our 20-year history. Everywhere we look, around the world and in this country, public services and public servants are under attack.

We have already seen a significant number of layoff notices in the OPS as the result of reductions announced in the two previous budgets (about 260 AMAPCEO positions have been affected so far, although many of these individuals have been redeployed and we have filed a number of disputes challenging the employer's failure to comply with our collective agreement), and the Premier and Finance Minister have been predicting much more severe multi-year program cuts across

both the OPS and the broader public sector starting with next Spring's budget.

The government has asked for advice from the Commission on the Reform of Ontario's Public Services, headed by economist Don Drummond, who expects to report in January. As we said in our brief to the Commission on December 1st, we need to put a few things in perspective and look at hard facts, not rhetoric.

We challenged, in particular, the conventional view that public servants receive higher compensation than comparable positions in the private sector, pointing to the ground-breaking research that the Hay Group has done for us: AMAPCEO members' total compensation, even taking account of pension and health entitlements, was at least 20 per cent below market in 2010.

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Stambula, Gough and Gaudreau Re-elected; Nella Belcastro New Board Member

In contested elections to fill four positions on the nine member Board of Directors, Delegates at the recent Annual Conference re-elected incumbents **ROBERT STAMBULA** as Vice-President, **BARBARA GOUGH** as Secretary and **MURRAY GAUDREAU** as a Director. Kingston Chapter Chair **NELLA BELCASTRO** was also voted onto the Board.

Members of the Board are elected to two-year terms, staggered so that four members are elected one year

and five members are elected in the alternate year. President **GARY GANNAGE**, Treasurer **IAN GLYNWILLIAMS** and Directors **DAVID BULMER**, **HAROLD HAYNES** and **DAN SKWAROK** continue for another year. The term of the new Board begins on January 1st, 2012.

Stambula (MTO Toronto), has served as Vice-President since 1995 and was elected on the first ballot, defeating two candidates: **MARGARET KIPP**, Chair of the Municipal Affairs and Housing Chapter

and a former Board member, and **JULIAN KUSEK**, a Delegate from MOHLTC Penetanguishene who has served on both the Diversity and the Elections Committees.

Barbara Gough (TCU Toronto) was re-elected to a second two-year term as Secretary, prevailing over challenger **THERESA ANDERSON-BUTCHER**, an incumbent Director completing her first term on the Board.

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Board and Council News

On the recommendation of the Board of Directors, the Provincial Council ratified members of the OPS Bargaining Team and a replacement member for the Public Health Ontario Bargaining Team. Appointed to the OPS team were: **ROBERT STAMBULA** (MTO Toronto) who will serve as Chair; **VICTORIA BOYD** (MGS Kingston), **JANE COLONNA** (MOHLTC Toronto), **PETER DEWAR** (MAG Toronto), **CHRIS LUNN** (MOHLTC Toronto) and **DAVID PICARD** (MTO Thunder Bay).

Appointed to the Bargaining Team for PHO (formerly the Ontario Agency for Health Protection and Promotion) was **PAT PIASKOWSKI** of Thunder Bay, replacing **GEORGINA RALEVSKI**. Pat joins PHO member **RACHEL HIGGINS** (Toronto), along with AMAPCEO staff **MATTHEW HILL** and **ELISSA ASSAYAG** and legal counsel **ELI GEDALOF**.

The Board appointed a number of members to serve on AMAPCEO-Ministry Employee Relations Committees (AMERCs) in the OPS unit: **GARY COLERIDGE** (MOHLTC); **VIRGINIA BARNETT** and **DIANNE COLVILLE** (Finance/Revenue); and **YUTTA D'SILVA** (Energy/Infrastructure).

Brief Updates

Excerpts from the Board's Annual Report to Delegates, posted on the AMAPCEO website (www.amapceo.on.ca):

Status of the OPS Job Evaluation Project. AMAPCEO and the OPS employer have been engaged in a joint job evaluation project in which all jobs in the AMAPCEO bargaining unit are being reviewed, new job descriptions are being drafted and all positions, on the agreement of both parties, will be re-classified into one of eight new classifications. Over the term of this collective agreement, the employer has written and evaluated over 6,000 new job descriptions. In turn, AMAPCEO has reviewed the employer's work and proposed its own evaluations, with the help of a number of members who were seconded to work in the AMAPCEO office. The secondments are scheduled to end in December, by which point AMAPCEO should have responded to the employer evaluations.

Broader Public Sector Unit Bargaining. AMAPCEO now represents members in five bargaining units in the Broader Public Sector. Our newest unit in Health Quality Ontario was created when positions in the Medical Advisory Secretariat of the Ministry of Health and Long-Term Care were divested in April. Members who transferred took their current collective agreement with them; like the OPS agreement, it expires on March 31st, 2012, as does the current agreement of our first BPS unit, the Office of the Provincial Advocate for Children and Youth. Bargaining continues in: Waypoint Mental Health Centre; Public Health Ontario; and the Ontario Racing Commission. It is likely that we will be in some stage of bargaining in all five units in 2012.

Unfair Labour Practice Complaint. AMAPCEO has been engaged over the past year in pursuing a bad faith bargaining/unfair labour practice complaint at the Ontario Labour Relations Board against the OPS employer arising from the last round of bargaining in 2009. The focus of the complaint has been our allegation that the employer and the Ontario Public Service Employees Union (OPSEU), during the 2008 round of OPSEU bargaining that immediately preceded AMAPCEO's negotiations, entered into a secret agreement to award an additional 1% across-the-board increase to OPSEU (Unified) employees in 2012 - the fourth year of their four-year agreement. This information was not disclosed to us in bargaining, as it should have been, to allow us to consider its relevance given our bargaining priorities and proposals. The case has proceeded through a number of hearing dates over the Summer and Fall and we are hopeful that there will be a decision from the OLRB Vice-Chair soon.

President's Message

Continued from page 1

We also pointed out that public service salary increases are hardly the cause of the government's current deficit, but we acknowledged that there *is* a fiscal problem, that it requires creative solutions and that AMAPCEO and its members have a track record of offering ideas on how to reform public services and realize costs savings. Effective transformation of government must be done in partnership with the public service and we are willing to contribute, which is also a message I have sent to the new Cabinet Secretary, Peter Wallace.

I concluded our meeting with Mr. Drummond by making two other points: first, that the OPS can and should become a model for creating a modern, effective and efficient workplace (citing the need to reform our outdated classification system and to actually implement our policies on flexible work arrangements as prime examples), and second, that the demonization of public servants and public services has to end.

As your Board of Directors noted in its annual report to Delegates last month, we are facing many challenges as we enter our third decade, but we do so with many strengths, the most important being an engaged and supportive membership. We will continue to keep you informed as we tackle these issues, and we will likely call on you to demonstrate your support at critical times in the year ahead.

In the meantime, I encourage you to read our full Drummond brief and the Board's annual report, both of which are posted on the AMAPCEO website (www.amapceo.on.ca). On behalf of the Board and staff at AMAPCEO, I also want to wish you and your families all the best over the holidays.



Annual Delegates' Conference Prepares for 2012

Over 200 elected Delegates from across the province gathered in Toronto on Friday and Saturday, November 25th and 26th, to make decisions in preparation for 2012 – a year that will see negotiations in all of our bargaining units as the provincial government is warning of severe public sector budget cuts.

Next year is also the 20th anniversary of AMAPCEO's founding and that original commitment and resolve from 1992 were evident throughout this year's Annual Delegates' Conference (ADC), our highest governing body.

In approving the proposed 2012 operating budget, Delegates endorsed:

- The hiring of five new staff in the AMAPCEO office to provide more service to members;
- Funding for an external campaign to defend the value of public services in Ontario society;
- Funding for a strong bargaining campaign and member mobilization strategy across all six of our bargaining units in 2012.

Once again, through prudent management, the annual operating budget of \$8.9 million proposed by the Board of Directors was balanced and does not require any increase in membership dues.

Delegates also voted to approve a number of bargaining priorities recommended by the OPS Bargaining Team, based on the survey that was sent to members in October. The priorities, listed in alphabetical order, are:

- Alternative Work Arrangements
- Binding Interest Arbitration (Process)
- Health/Wellness Benefits
- Job Security
- Pensions
- Recruitment
- Salary (Across-the-Board + Merit/Bonus).

The keynote guest speaker at the conference was **STEVE PAIKIN**, host of TVO's *The Agenda*, sharing his analysis of federal and provincial political issues.

For the first time this year, a retired member, **BILL COLEMAN**, who sits on our Pension Committee, attended the ADC as a Delegate-at-Large.



AMAPCEO President Gary Gannage and Steve Paikin, host of TVO's *The Agenda*, at the 2011 Annual Delegates' Conference.

ADC Committees Elected

In addition to electing members to the Board of Directors, the Annual Delegates' Conference (ADC) also fills positions on a number of important committees. As it turns out, two committees experienced acclamations this year, while contested elections were held for two others.

Current incumbents **EARL ALEXANDER** (MTO London), **PETER DEWAR** (Attorney-General Toronto), **CHRIS GOETHEL** (Energy Toronto) and **DOUG PLAUNT** (MTO New Liskeard) returned to the *Elections and Credentials Committee*, with one vacancy to be filled by the Provincial Council. **DIANNE COLVILLE** (Finance Oshawa) and **GRAHAM HOWE** (OMAFRA Guelph) were acclaimed to the ADC's *Resolutions Committee*, where they will serve with *ex officio* member **BARBARA GOUGH** and Board representative **HAROLD HAYNES**. Three additional members will be elected by Provincial Council in 2012.

Five candidates were nominated for three open positions on the *Audit Committee*. **CAROLANNE ALLEN** (Aboriginal Affairs Toronto), **KELVIN CHANG** (MGS Toronto) and **DANIEL KIELLY** (MCSCS Toronto) were elected, joining incumbents **CHRIS GOETHEL** and **TOM TRAN**, whose terms continue for another year.

Seven candidates were nominated for the five positions on the *Constitutional Review Committee*, which is required to be established every five years to conduct a comprehensive review of the AMAPCEO Constitution and By-laws. The following five members were elected: **DAVE BULMER** (MOHLTC London), **KEN BOTARI** (Labour Toronto); **CHRIS GOETHEL** (Energy Toronto), **PAUL RADEMACHER** (MNR Peterborough) and **BRADLEY SHAW** (OMAFRA Guelph).

Please watch the website for invitations to submit comments and suggestions as part of the committee's member consultation process, which is expected to be launched early in the New Year.

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Board of Directors Election Results

...Continued from front page

MURRAY GAUDREAU (Education, Toronto), also finishing his first term on the Board, topped the poll for Director, winning on the first ballot.

NELLA BELCASTRO (MOHLTC Kingston) won on the second ballot, defeating **GAZIRA CHAN**, a Delegate from Municipal Affairs and Housing, Toronto; Ottawa Chapter Chair **MARIE-DIANE DODD**; and **JULIAN KUSEK**, who also ran for Vice-President.

Inaugural AMAPCEO Activist Recognition Awards Presented

As previously announced, the Provincial Council approved the establishment earlier this year of an activist recognition program in order to pay tribute to the work of our volunteer representatives who have shown outstanding service to AMAPCEO and its members. A committee consisting of three Chapter Chairs and two Board members was established to develop the structure and criteria of the awards program, to invite nominations and to select worthy award recipients.

At the November 26th session of the Annual Delegates' Conference, the committee unveiled the inaugural awards:

- **KEITH BAIRD** (Education), **BILL MCNAMARA** (Community and Social Services) and **BARBARA STEAD** (Finance/Revenue) for life-time achievement;
- **GRAHAM HOWE** (Agriculture, Food and Rural Affairs/Guelph) for membership services in the "builder" category; and
- **ARLENE ROBERTSON** (Agriculture, Food and Rural Affairs/Guelph) and **STAN SOSIN** (Finance/Revenue) for membership services in the "outstanding service" category.

Members of the selection committee consisted of: **MURRAY GAUDREAU** (Chair); **THERESA ANDERSON-BUTCHER**; **NELLA BELCASTRO**; **SHARYN BIR**; and **DONNA DAVENPORT**.



(From left to right: Barbara Stead, Bill McNamara, Keith Baird, Graham Howe and Arlene Robertson. Not able to attend: Stan Sosin.)

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A Vote of Thanks for the Work of Our Activists

As usual at this time of year, there are a number of AMAPCEO representatives who are stepping down from some of their positions.

The Board of Directors is saying goodbye to **THERESA ANDERSON-BUTCHER**, whose term expires at the end of December. Theresa plans on remaining involved as a Workplace Representative and as a member of the Sudbury Chapter Executive.

As mentioned elsewhere, three members of Provincial Council decided not to seek re-election as Chapter Chairs this Fall: **PAUL GLASSFORD**, **BILL MCNAMARA** and **STAN SOSIN**.

Retiring as AMERC co-chairs are **MICHAEL GORESKI** (CSS/CYS) and **BARB STEAD** (Finance/Revenue). An AMERC (AMAPCEO-Ministry Employee Relations Committee) is established in each ministry to address ongoing labour relations issues under the collective agreement.

Michael is taking a leave to work in the AMAPCEO office and Barb is planning on retiring from the OPS. Michael and Barb were also Workplace Representatives and both served terms on the Board of Directors.

GAZIRA CHAN, **ASIF JANJUA** and **GERRY WHITTAKER** are stepping down from the AMAPCEO Audit Committee at the end of December, as is **SHERRY FLOOD** from her role as a long-time member of the Elections and Credentials Committee.

Finally, **DOMENIC FRAGALE**, **MICHAEL GORESKI** and **ANN-MARIE SCOTT** are finishing their terms on the ADC Resolutions Committee.

Many thanks to all of these activists for their work on our behalf.

Just what was said—but what does it *mean*?

“By articulating and documenting their employee value proposition (EVP) and their total rewards strategy, and then applying the three key principles of integration, segmentation and agility to their reward and talent management model, organizations can significantly improve their human capital risk management and the return on their investment in talent.” - an excerpt from *The Talent Management and Rewards Imperative for 2012*, prepared by international HR consulting firm Towers Watson, October 31, 2011.

AMAPCEO Essay Contest Winners

In the April-May edition of *AMAPCEO Member News*, we announced our first annual essay contest, inviting high school students across the province to submit their views on the value of public services. Three prizes were offered: \$750 was awarded to the essay judged to be the best by an independent panel of judges, with a second prize of \$500 and a third prize of \$300.

Despite a rather tight deadline, we received a total of 24 essays from students from all parts of Ontario. The essays were judged by Professors **DAVID GOUTOR**, School of Labour Studies, McMaster University, and **THOMAS R. KLASSEN**, Department of Political Science, York University.

The three essay winners were announced in September:

First Prize: **JIA WEI CHEN** of Jarvis Collegiate Institute in Toronto, for “The Agent of Justice: Ontario’s Legal Aid System”.

Second Prize: **TARIQ HAJI** of Marc Garneau Collegiate Institute in North York for “Toronto Transit Commission, A Toronto Public Service”.

Third Prize: **BRANDON GRAHAM** of Mother Teresa Catholic Secondary School in London for “Past and Present Education in Canada”.

The Board of Directors approved establishing the essay contest as part of a strategic initiative to become more proactive in engaging the public by advocating on behalf of public servants and public services. Watch for the launch of our second essay contest, expected early in the New Year.



First place winner Jia Wei Chan, of Jarvis Collegiate Institute, Toronto, receiving her award from AMAPCEO President Gary Gannage. Jia is now studying at York University.



Second place winner, Tariq Haji, of Marc Garneau Collegiate Institute, North York.



Third place winner Brandon Graham of Mother Teresa Catholic Secondary School, London and his mother, Linda Graham, an AMAPCEO member in MCSS. Brandon is now studying at King’s College.

From the Archives: AMAPCEO enters its 20th year in 2012

In the Spring of 1992, the government announced that it was considering amendments to the Crown Employees Collective Bargaining Act (CECBA), which regulated labour relations in the Ontario Public Service. Among the changes being proposed was the automatic transfer of a group of excluded employees into the OPSEU bargaining unit without any consultation. This sparked a series of informal meetings of the affected employees in May and June of that year demanding that they be consulted on the proposed changes – and AMAPCEO was born.

Our official birthday was August 12th, 1992, when our first constitution was adopted and the first Board of Directors was elected. Our next significant date, however, was December 1st of that year, when the first meeting of the Council of Representatives, precursor to the Annual Delegates’ Conference, was held. It is fitting, therefore, that next year’s ADC is being held on December 1st, 2012.

The Board of Directors has approved a number of initiatives associated with our 20th anniversary, which will also support our bargaining efforts in 2012. Please continue to watch our website (www.amapceo.on.ca) for more information.

Fall Chapter Chair Elections

Eight Chapter Chairs were elected or re-elected this past October (some Chapters hold elections in the Spring and some in the Fall). Re-elected were **LINDA SUTTON** (Citizenship & Immigration and Tourism & Culture); **MICHAEL HELFINGER** (Economic Development & Innovation and Intergovernmental); **MARGARET KIPP** (Municipal Affairs & Housing); **DARLENE JACKSON** (North Bay); and **DOUG PLAUNT** (Sudbury and Northern Development & Mines).

Newly-elected as Chapter Chairs were: **RON BURWELL** (Community & Social Services and Children & Youth Services); **SALLY PARDAENS** (Finance and Revenue); and **LESLIE BARBER** (Sault Ste. Marie). Ron succeeds **BILL MCNAMARA**, who is retiring this month from the OPS (and who also served as Chair of Provincial Council for most of 2011). Sally is returning as Chapter Chair, having held the position a few years ago, and succeeds **STAN SOSIN**, who decided not to seek re-election. Leslie Barber was elected in the Sault to succeed **PAUL GLASSFORD**, who also decided to step down this year.

Welcome to Ron, Sally and Leslie; welcome back to Linda, Michael, Margaret, Darlene and Doug; and many thanks to Bill, Stan and Paul for volunteering your time and talents on behalf of your colleagues.

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On August 12th, 2012, AMAPCEO turns 20 years old. In honour of such a milestone, we have created a new logo, which will appear on our website and other communications throughout 2012.

New Workplace Representatives Appointed

The AMAPCEO Board of Directors has appointed the following 15 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:

LARYSA ANDRUSIAK	Health and Long-Term Care, London
TINA BUCCI	Transportation, Toronto
CRISTINA CARAMBAS	Environment, Toronto
JOSEPH CHOW	Health and Long-Term Care, Toronto
OTTAVIO CICCONI	Natural Resources, Toronto
ARIS ENGELHARD	Health and Long-Term Care, Toronto
SHANA KATZ	Labour, Toronto
LISA KITCHEN	Correctional Services, London
DANIELLE LAYMAN-PLEET	Health and Long-Term Care, Toronto
JEAN MACDONALD	Education, Toronto
TONY MASLIWEC	Transportation, Toronto
JENNIFER MCKAY	Environment, Toronto
ELIZABETH MEDHURST	Health and Long-Term Care, Toronto
MARY MURPHY	Attorney General, Toronto
LLOYD ROBERTSON	Transportation, Toronto

A complete list of AMAPCEO's 166 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 **KAREN CANTONI**, Labour Relations Specialist, at 416 595 9000 (ext 2742) or by e-mail at (cantoni@amapceo.on.ca).

AMAPCEO Office Staff News

There have been a few staff changes in the AMAPCEO office since we last published.

SUSAN LUFT, Dispute Resolution Officer, and **SARAH BURD**, Labour Relations Specialist, have resigned – Susan to pursue a career opportunity with the Ontario Secondary School Teachers' Federation, and Sarah to return to school to become a midwife. **ELISA MESITI**, formerly a Workplace Advisor, has succeeded Susan as Dispute Resolution Officer and **JENNIFER PACHECO**, who was a Labour Relations Officer, takes over Sarah's Specialist position.

ROB HARRIS, who was a Dispute Resolution Officer, filled Jennifer Pacheco's former position and will replace her as Labour Relations Specialist during her planned maternity leave, beginning in February. **ROBERT JANIGA** left his Workplace Advisor position to succeed Rob as Dispute Resolution Officer.

External competitions were held to fill the two vacant Workplace Advisor positions, resulting in two new appointments. **JENNIFER SABO** joins AMAPCEO from HR Ontario, where she spent five years as a Human Resource Advisor in the Ministries of Education and Training, Colleges & Universities. Jennifer holds a business human resources diploma from George Brown College, and is completing a business administrative studies/human resources degree at York University. **GABRIEL MEHEDINTU** holds a masters degree in industrial relations from Queen's University and also attended Ryerson University, where he obtained degrees in criminal justice and criminology and in human resources management.

AMAPCEO is also pleased to welcome two temporary Dispute Resolution Officers:

MICHAELIN SCOTT was called to the Bar in 2011 after receiving her law degree from the University of Victoria. She articulated at AMAPCEO's law firm, Sack Goldblatt Mitchell, where she became familiar with AMAPCEO dispute files and the OPS Collective Agreement. Michaelin also has an undergraduate degree in psychology from Queen's University in Kingston. Michaelin will be replacing **FATIMAH KRABI** during her maternity leave, which began last month.

MICHAEL GORESKI is an AMAPCEO member and long-time activist who will be replacing DRO **GARY PERLMUTTER** during his parental leave, which begins at the end of this month. Michael has served the Association in various capacities over the past 16 years including: Workplace Representative; co-chair of the AMERC in Community and Social Services/Children and Youth Services; an ADC delegate; and as a member of the AMAPCEO Board of Directors a few years ago. Michael has over 30 years of service in the OPS in a number of ministries, most recently as a Program Supervisor in the ministry's Central West Regional office of MCSS.

ANGELA STEWART, Director of Administration, and **JONATHAN CARSON**, Research Officer, both returned from their respective parental leaves in November. Many thanks to **TERRY BRACKENRIDGE** for filling in for Angela over the past year. As mentioned above, three staff will be on parental/maternity leaves during most of 2012: Fatimah Krabi, Jennifer Pacheco and Gary Perlmutter. Congratulations to Gary and his wife on the birth of their third child, **ELGIN**, who was born on September 29th. Best wishes, as well, to **MARIJA GONZALEZ**, our Receptionist-Secretary, and her husband on the birth of their second child, **RYAN**, who arrived on July 26th. **IOLANDA CARFORA** is filling in for Marija during her leave and **QUMI KARA** is replacing Administrative Assistant **LINDA POONAM UMANA**, who returns from her maternity leave in April.

The AMAPCEO office will say farewell at the end of December to seven members who were seconded from the OPS to work on the Job Evaluation Project: **LINDA BALLANTYNE**, **SUZANNE BRUNET**, **CAROL CASTELLO-SMITH**, **TED KUNG**, **CHRISTINE NIECKARZ**, **CORRINE PALMER** and **LINDSEY RUTTAN-MORILLO**. Many thanks to these members, as well as to three of the original ten secondees who have already returned to their ministries: **PAMELA CHIU**, **MARY MURPHY** and **LINDA SUTTON**.

Finally, AMAPCEO is again hosting undergraduate student interns this year: **KEVIN NGUYEN** from the McMaster University Labour Studies program and **JENNIFER SARPONG** from York University's Labour Studies program. Each intern will spend approximately one day a week in the AMAPCEO office until April and will write a research paper on his or her experience.

2011 AMAPCEO Board of Directors

Executive Officers:

Gary Gannage
President

Robert Stambula
Vice-President

Ian GlynWilliams
Treasurer

Barbara Gough
Secretary

Directors:

**Theresa Anderson-
Butcher**

Dave Bulmer

Murray Gaudreau

Harold Haynes

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 10 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:

LEONARD AMBERSLEY	Government Services, 155 University Avenue, 11th Floor, Toronto;
DEREK BRAITHWAITE	Government Services, 5775 Yonge Street, 16th Floor, Toronto;
ANGELO DI GIACOMO	Government Services, 5775 Yonge Street, 4th Floor, Toronto;
RACHEL FURMANOV	Government Services, 155 University Avenue, 10th Floor, Toronto;
HAROLD HAYNES	Attorney General, 119 King Street West, 9th Floor, Hamilton;
KATHIE JOHNSON	Transportation, 615 James Street South, 1st Floor, Thunder Bay;
BETH MILNE	Health and Long-Term Care, 1055 Princess Street, Kingston;
JULIE DONNELLY	Attorney General, 59 Church Street, St. Catharines;
ZALINA SHARMA	Attorney General, 720 Bay Street, 2nd Floor, Toronto;
BOB STEWART	Government Services, 49 Place D'Armes, 5th Floor, Kingston.

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AMAPCEO, established in 1992, represents 12,000 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 five independent agencies: Waypoint Mental Health Centre; Public Health Ontario; Health Quality Ontario; the Ontario Racing Commission; and the Office of the Provincial Advocate for Children and Youth.