

AIMIAPICEO MEMBER NEWS

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

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Standing Up for Public Services

Gary Gannage, President

I am very grateful to have been given, once again, the honour of representing my colleagues in the role of President and to be able to continue working for this great organization for another term of office. I believe that, with the collective leadership of those elected to serve on the Board of Directors and Provincial Council, AMAPCEO is very well positioned to both protect and enhance your working conditions over what could be very uncertain times in the months ahead.

Our success, however, will continue to require your support and engagement, which you have always provided in the past and on which I know we can rely in the future.

As I noted at the Annual Delegates' Conference in November, AMAPCEO, by any objective measure, has been a real success story – something in which all of us can take considerable pride. Consider just the following achievements:

- 15 years, no strikes, no lock-outs – no loss of pay due to job action;
- A growth in membership from 4,600 to approximately 11,500;
- An expansion from one bargaining unit in the OPS to an additional 4 units in the broader public sector;
- One of the lowest level of membership dues – 1%, of which .85% is spent on operating expenses;

- An investment portfolio that is the envy of the labour movement and is effective insurance against both employers and other unions seeking to move against us;
- A membership affinity program (ServicePlus), effectively a “cash-back program”, saving members hundreds, potentially thousands of dollars;
- An earned respect – we have built a brand whose attributes include being professional, credible, honest, candid, tough;
- Most importantly, we have a committed, supportive membership who, rightfully, expect us to inform them of the issues in a timely way, and in a straightforward manner.

We have bargained extraordinarily strong collective agreements in the OPS and OPACY and I have no doubt we will soon negotiate equally exceptional agreements in Penetanguishene, the OAHPP and the Ontario Racing Commission.

We cannot, however, be satisfied with resting on our laurels; we should always strive to do better, always improving, reaching for the best, not complacent with the status quo. As we enter 2011 -an election year in

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16th Annual Delegates' Conference Elects New Board Members

GARY GANNAGE was re-elected as President of AMAPCEO at the 16th Annual Delegates' Conference held on November 26th and 27th in Toronto. Delegates from across the province also elected **IAN GLYNWILLIAMS** (Community Safety and Correctional Services/Toronto) to his first term as Treasurer and **HAROLD HAYNES** (Attorney-General/Hamilton) as a new Director. Glyn-Williams and Haynes were both Chairs of their respective Chapters at the time of their election to the Board. Re-elected to the Board as Directors were **DAVE BULMER** (Health and Long-Term Care/London) and **DAN SKWAROK** (Attorney-General/Sudbury).

Gannage (Health and Long Term Care/Toronto), who was first elected President in 1995, was declared re-elected by acclamation, following the withdrawal of candidate **JAMES TREGONNING** (Health and Long-Term Care/Toronto) just prior to the start of the conference. Members of the Board of Directors are elected for two-year terms of office, with five elected one year and four the next. The term of office of the new Board of Directors begins on January 1st, 2011.

Continuing Board members whose terms do not expire until next year are **ROBERT STAMBULA** (Transportation/Toronto), Vice-President, **BARBARA GOUGH** (Training, Colleges and Universities/Toronto), Secretary, and Directors **THERESA ANDERSON-BUTCHER** (Government Services/Sudbury) and **MURRAY GAUDREAU** (Education/Toronto). Stambula, Gough, Anderson-Butcher and Gaudreau acted as session chairs during the conference.

Delegates paid tribute to outgoing Treasurer **KEITH BAIRD** (Education/Toronto) and Director **DOMENIC FRAGALE** (Community and Social Services/Toronto) for their long service on the Board and their many contributions to the organization over a number of years – Baird, in addition to his role as Treasurer, having been elected Chair of the Board for eight years in a row, and Fragale as former Chair of the Provincial Council and a former Chair of the MCSS Chapter. Appreciation was extended to unsuccessful Board candidate **GAZIRA CHAN** (Municipal Affairs and Housing/Toronto) for placing her name in nomination.

New AMERC Reps Appointed

In meetings this Fall, the Board of Directors made four appointments to AMERCs (AMAPCEO-Ministry Employee Relations Committees):

KEN BOTARI, Labour
LUKE GARTNER, Economic Development & Trade
VALERIE HOLLIDAY, Culture, Tourism, Citizenship & Immigration
PAUL RADEMACHER, Natural Resources.

An AMERC is established in each ministry with representatives from senior management and AMAPCEO to discuss issues of mutual concern that arise in the administration of the collective agreement.

ADC Highlights

The Annual Delegates' Conference is AMAPCEO's highest governing body and consists of, in addition to the nine Board members and 23 Chapter Chairs, approximately 160 Delegates elected from Chapters on the basis of one Delegate for every fifty members. Responsibilities of the ADC include: the election of the Board and its Officers, approving constitutional amendments, adopting the annual budget, setting membership dues, accepting the annual audited statements and appointing external auditors, and voting on bargaining priorities.

There were no constitutional amendments or bargaining priorities to approve this year, but the 2010 conference was busy on both days with other business. Delegates approved the 2011 annual operating budget (once again, a balanced budget with no increase in membership dues), accepted the audited statements for the fiscal year ended December 31st, 2009, re-appointed the firm of Clarke Henning as external auditors for the 2010 fiscal year and, of course, heard candidate speeches and conducted elections for the Board of Directors (see separate article).

As usual, both the Board of Directors and the Provincial Council submitted their annual reports and Board members participated in an accountability session, during which Delegates could ask about anything affecting the organization. A copy of the Board's Annual Report has been posted on the website.

The Delegates' Conference also elects members to three important committees – the Audit Committee, responsible for monitoring AMAPCEO's fiscal health, the Elections and Credentials Committee, responsible for supervising the nomination and election process, and the Resolutions Committee, which vets policy resolutions submitted to the ADC each year and advises the Delegates on how to vote on them.

Two positions on the five-member Audit Committee were up for election this year and **CHRIS GOETHEL** (Energy Toronto) and **TOM TRAN** (Community Safety Toronto) were elected by acclamation, after the third candidate, **MARGARET KIPP** (Municipal Affairs and Housing Toronto) withdrew just prior to the vote. Chris and Tom join continuing members **GAZIRA CHAN** (Municipal Affairs and Housing Toronto), **ASIF JANJUA** (Finance Toronto) and **GERRY WHITTAKER** (MGS Toronto) whose terms do not expire until next year.

Re-elected to the Elections and Credentials Committee were **DOUG PLAUNT** and **SHERRY FLOOD** (both MTO Sudbury Chapter) and **CHRIS GOETHEL** (Energy Toronto). Joining these three incumbents are **PETER DEWAR** (MAG Toronto) and **JULIAN KUSEK** (MOHLTC Penetanguishene). Doug Plaunt has since been elected committee chair and chief returning officer. Delegates acknowledged, with thanks, the long service of outgoing Elections chair **JIM QUIGLEY** (MTO Sudbury), who is retiring from the OPS in 2011.

Elected to the Resolutions Committee were: **DOMENIC FRAGALE** and **MICHAEL GORESKI** (both MCSS Toronto), **GRAHAM HOWE** (Agriculture and Food Guelph), **ANN-MARIE SCOTT** (PACY) and **CHRIS BAMBER** (MCSS Sudbury).

New Chapter Chairs

In elections this Fall, a number of Chapter Chairs were elected or re-elected:

EARL ALEXANDER, London (previously Acting Chair).

KEN BOTARI, Labour (succeeding **TOM STEERS**, who chose instead to be nominated as a Delegate).

PETER DEWAR, Attorney-General and MAA (Acting Chair, succeeding **HAROLD HAYNES** who was elected to the Board of Directors).

HUGH DODWELL, Windsor (previously Acting Chair).

RON GRISBROOK, Education/Training, Colleges and Universities (succeeding Acting Chair **MATHEW THOMAS**, who chose to remain as a Delegate).

PAUL RADEMACHER, Peterborough/MNR (succeeding **CATHERINE MILLER**, who chose not to stand for election again). Catherine is also a former member of the Board of Directors.

ROY SCOTT, MTO (succeeding **ANNA DIVIZIO**, who chose not to stand for election again). This is the second time around for Roy, who was MTO Chair prior to Anna's term.

An Acting Chair is expected to be selected soon in the Correctional Services and Community Safety Chapter, to succeed **IAN GLYNWILLIAMS**, who has been elected to the Board as Treasurer.

Congratulations to Earl, Ken, Peter, Hugh, Ron, Paul and Roy on their elections and a vote of thanks to Tom, Harold, Mathew, Catherine and Anna for their service on behalf of their AMAPCEO colleagues.

Resolution of Health Reassignment Process Policy Dispute

AMAPCEO filed a policy dispute in 2008 against the OPS employer's direct assignment process and the health reassignment process. The policy dispute was filed in an attempt to deal with concerns over the employer's reassignment process for employees who cannot be accommodated in their home position due to a disability or health condition. Hearings at the Grievance Settlement Board began in May 2009, continued in October and were scheduled again in early 2010, by which time the dispute was put on hold pending negotiation of a resolution.

In August, AMAPCEO and the OPS Employer signed a Memorandum of Agreement for a new employee accommodation and health reassignment pilot to resolve the dispute. This pilot establishes a different process for securing health reassignments for affected AMAPCEO members for at least the next year (from October 1, 2010 to October 31, 2011). The pilot also establishes a joint working group with the mandate to discuss and attempt to resolve any health reassignment matters that have been referred to the working group. The full text of the MOA and a power point description of the pilot have been posted on the AMAPCEO website: www.amapceo.on.ca.

Two Successful GSB Decisions

AMAPCEO took two individual disputes to arbitration and won both decisions in 2010. In the first, the Grievance Settlement Board reinstated with back pay an employee who was dismissed by the Ministry of Training, Colleges and Universities, which argued that the employee was in her probationary period. The employee had been with the OPS for 19 years, but had left to work in the federal public service and then in the private sector, with a break of approximately three years before being rehired by the OPS. One of the questions in the decision was the interpretation of the meaning of "prior service" in Article 17.1, which states: "There shall be a probationary period of not more than twelve (12) months from the date of appointment to the regular service for employees with no prior service in the Ontario Public Service."

The employer tried to argue that it meant "continuous service". The arbitrator gave the article its plain meaning and found that any individual with prior service would not be subject to a probation period; gap in service does not result in a second probation period. The arbitrator found that even if he was wrong in that interpretation and the employer was entitled to impose a probation period, it did not do so in this case, since no probation period was set out in the offer letter.

In the second successful decision, which was issued in September, the GSB ordered the Ministry of Revenue to assign to a permanent position an employee who had been acting in the position for more than two years, upholding the provisions of Article 18.8.1(e) of the OPS collective agreement, which provides for the "roll-in" of employees acting temporarily in AMAPCEO positions to permanent status, without a competition, if certain criteria are met. In this case, the employee had been acting in the position for 24 months; the position continued for another 12 months; the acting assignment was filled through a competitive process; there was no permanent incumbent; and there was a continuing need for the work to be performed – in other words, all of the conditions required to trigger Article 18.8.1(e).

The employee, who had been terminated in April 2008, was reinstated to the position as of that date with an order "to be made whole for any losses".

AMAPCEO Member Profile: Transportation Enforcement Officers

The subjects of our member profile for this edition are Transportation Enforcement Officers, who are directly involved in contributing to road safety throughout the province. They provide supervision and technical guidance to Inspection Station and Enforcement Officers working in a 24-hour rotational shift operation, which includes conducting mechanical and safety inspections on vehicles and resolving conflicts and complaints from operations staff, drivers, and the public.

AMAPCEO Member News had the opportunity to interview two Transportation Enforcement Supervisors, **HUGH DODWELL** and **DARLENE JACKSON**, to find out more about what they and their colleagues do. Hugh and Darlene are also active in the governance structure of AMAPCEO - Hugh as Chair of the Windsor Chapter and Darlene as Chair of the North Bay Chapter. (Another enforcement supervisor, **EARL ALEXANDER**, is Chair of the London Chapter.) AMAPCEO represents 38 Transportation Enforcement Supervisors across the province.

Enforcement supervisors are uniformed and carry a badge and a warrant card. Darlene Jackson notes that she performs mechanical and commercial vehicle safety inspections and ensures compliance of the legislation, regulation and industry standards pertinent to the safe and legal operation of vehicles. On a daily basis, along with district staff, Jackson manages the operation of the Motor Vehicle Inspection Station (MVIS), preparing shift schedules to ensure that truck inspection stations are open 24 hours per day, seven days per week.

Hugh Dodwell oversees a platoon of four officers and is responsible for the operation of the facility and the deployment of the officers that report to him. He explained that the supervisor's responsibilities include delegating and directing the enforcement officers in their daily duties, focussing on inspection and safety compliance of commercial vehicles, motor coaches and school buses operating on provincial highways.

Both Jackson and Dodwell are required, if necessary, to charge the driver and the operator of a vehicle if the vehicle fails an inspection due to mechanical related defective components. The vehicle will then be prohibited from operating on the highway until the repairs are made. If the defects are bad enough, the license plates can be removed and the vehicle will have to undergo a full safety inspection. Charges can be laid under the Highway Traffic Act, the Dangerous Goods Transportation Act and the Public Vehicles Act.

If required, Darlene, Hugh and the other supervisors must testify in provincial court as witnesses for the crown prosecutor.

"You never know what you will encounter when stopping a commercial driver", says Dodwell. Although most are compliant, we do experience aggression from drivers, verbal abuse and non-compliance to our directions. As a supervisor, I am often called in to assist an officer with a difficult driver to mediate or direct the driver to follow directions. I also contact the operators of the transport company to facilitate the repair of their vehicles. Often the repair costs are expensive and they do not want to have the vehicles repaired on site."

Jackson says she encounters similar challenges, including dealing with MVIS complaints from the public and daily phone calls searching for information on hundreds of rules within the Highway Traffic Act.

Although most employees represented by AMAPCEO work during "core business hours" in office settings from Monday through Friday, we also represent members who are on rotating shifts that include evening, overnight and weekend assignments. Shift work can affect your health in many ways. Recent research has shown that shift workers have a greater risk of work injury, sleep disturbances, diabetes, high blood pressure and heart disease. Compared with individuals who work a day job, shift workers are also more likely to complain of weight problems due to irregular eating habits and increased calorie intake.

Shift workers are exposed to unique risks but, given the scope of responsibility across the Ontario Public Service, it is not surprising that some job functions need to be performed at all hours of the day and night to ensure compliance with legislation and regulations that make our highways safer. As a bargaining agent that represents shift workers, AMAPCEO has an obligation to negotiate working conditions that support and protect members wherever and whenever they work.

Despite the challenges of shift work and their daily workload, Dodwell and Jackson agree that being able to promote the safety of Ontario citizens is fulfilling on a professional and personal level.

"It is very satisfying finding an unsafe vehicle and removing it from the highway", says Dowell. "I feel that I have made a difference in preventing a possible collision and saving lives. Our family and friends all use the roadway...when I interact with a driver who has dangerous mechanical defects - I take them off the road. As well, if I stop a driver who has driven too long and is falling asleep at the wheel, I feel a great deal of pride. The consequences that could be caused by an unsafe commercial vehicle or an unsafe driver would be catastrophic".

Jackson finds a new challenge every day. "I find it very rewarding to educate and help people understand and comply with the laws governing commercial and motor vehicles in the province of Ontario".

Through their important work, AMAPCEO members who are Transportation Enforcement Supervisors play a vital role in helping to keep our roads safe and running seamlessly, which allows the citizens of Ontario to move around this vast province safely and efficiently.

(This is the 15th profile in a series of occasional articles on the work of AMAPCEO-represented employees in our many 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, the Ontario Racing Commission and the Mental Health Centre Penetanguishene. To view previous profiles, please visit our website and click on "Who we are".)

Raptors Tickets, Group Home and Auto Insurance: New ServicePlus Features

Announcements of new features from ServicePlus.



ServicePlus has announced a new partnership with Maple Leaf Sports and Entertainment Ltd. to bring AMAPCEO members a ticket purchase program for the **Toronto Raptors** of the National Basketball Association. Whether you live in the Greater Toronto Area or are visiting, all members can benefit from this savings opportunity to see Canada's only NBA basketball team. To order tickets, visit www.raptors.com/ticketpass and enter promotional code *serviceplus*.

Also, the group home and auto insurance program has now been fully activated for AMAPCEO members (there was a slight delay in implementing this service when the program was launched last February). If you have not yet done so, check out the ServicePlus site for more details.

ServicePlus is AMAPCEO's membership discount/affinity program, operated in partnership with our federal counterpart, the Professional Institute of the Public Service of Canada (PIPSC). Discounts are offered on group life, home, auto and travel insurance; Rogers Wireless; Apple; The Brick; Delta Hotels; BMO Master Card; Finder Financial Services mortgages; Great Canadian Hotels; Avis rental cars; VIA Rail and Park 'n Fly airport parking.

The ServicePlus website can be accessed through the Members' Only page at www.amapceo.on.ca (see the icon in the lower left-hand corner of the home page). To log on to the Members' Only site, you need to use your AMAPCEO membership ID number, which was distributed to most members last February. Anyone who signed up as a member since that time has also received their number.

Need an AMAPCEO Membership ID? You do need to be a signed-up member to receive access to the ServicePlus features, so if you are interested, please visit the AMAPCEO website and print off the membership form, which can be found in "Documents and Forms" on the left-hand side menu of the home page. (If you are acting in or seconded to the AMAPCEO unit from elsewhere, you are eligible to become an associate member; the associate membership form can also be found there and will entitle you to participate in ServicePlus.) You can either fax in your completed and signed form (416-340-6461) or send it to us as an e-mail PDF attachment (amapceo@amapceo.on.ca) and we will send a confirmation e-mail to you with your membership ID number.

Retired Members Can Access ServicePlus. The AMAPCEO Board of Directors has also authorized retired members to continue to access ServicePlus. To do so, however, you will need to fill out and return a Retired Member Form, which is also posted on the "Documents and Forms" section of the website. Retired membership dues are \$25.00 per year.

Forgotten your ID Number? If you have forgotten your membership ID number, you can retrieve it automatically from the Members' Only site; just follow the links below the log-in box. If you have any problems logging in or retrieving your ID number electronically, just give us a call at either 1-888-AMAPCEO or at 416-595-9000. We would also appreciate hearing back about your experience with ServicePlus and any of the services offered and would welcome suggestions for additional partners (the Raptors, for example, were added as a result of a request from an AMAPCEO member).

Additional Enhancements for Members' Only Page. In addition to being the route to access ServicePlus, the password-protected Members' Only section of the AMAPCEO website has been re-designed to feature a separate news section for each of our five bargaining units. Bargaining news, fact sheets and answers to frequently-asked questions will also be posted here. Please check it out and let us know what you think.

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:

LINA COLADIPIETRO	Health and Long-Term Care, Toronto
DIANNE COLVILLE	Revenue, Toronto
DAVID DOWNS	Health and Long-Term Care, Toronto
FRASER DUFF	Health and Long-Term Care, Toronto
MARIO GUERRERO	Government Services Toronto
DONNA HOWARD	Health Promotion, Toronto
ANGELA KAYE	Attorney General, Toronto
DAVID LOCKIE	Education, Toronto
JAMES MILLOY	Training, Colleges and Universities, Toronto
TIZIANA PAULUZZO	Transportation, Thunder Bay
RICHARD QUAN	Finance, Toronto

A complete list of AMAPCEO's 155 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 (atsmalley@amapceo.on.ca).

AMAPCEO Grieves Loss of Three Activists

AMAPCEO members in the OPS have recently mourned the loss of three colleagues. **DAVE CHRISTIE**, who passed away in May at the age of 56, was a senior financial analyst in the Ministry of Education in Toronto and a long-time Delegate from his Chapter to the Annual Delegates' Conference. **CATHERINE CIAVARELLA**, a policy advisor in the Ministry of Culture in Toronto, died in June at the age of 46. Catherine was a Workplace Representative and a member of the Culture, Tourism and Citizenship & Immigration Employee Relations Committee.

Members in Kingston will miss **JOEL FOX**, who passed away in September at the age of 50. Joel, who worked in the I&IT group in the Ministry of Health and Long-Term Care, was also a Workplace Representative and an active member of the Kingston Chapter. AMAPCEO extends our condolences and best wishes to the families and friends of Dave, Catherine and Joel.

Briefly Noted

Provincial Council Annual Report. The Provincial Council tabled its annual report with the Delegates at the November conference. In addition to noting a number of actions that have previously been reported in the pages of *AMAPCEO Member News*, the report contained information on more recent items that were approved this Fall, including these:

- (1) Acting on a unanimous recommendation from the seven Board members other than the President and the Vice-President, the council established a salary range for the positions of AMAPCEO President and Vice-President.
- (2) The Board of Directors, as required by an ADC resolution, tabled its 2011 Strategic Plan with the council, in conjunction with a copy of the 2011 annual operating budget.
- (3) As part of its annual review of the kilometric rate in the AMAPCEO Expense Reimbursement Policy, the council endorsed the recommendation of the Board to leave the current rate unchanged, based on relevant data from the Canadian Automobile Association.

From the Archives. The January 1997 edition of *AMAPCEO Member News* reported that the AMAPCEO office had moved on January 1st from its original office at 2 Carlton Street to 1 Dundas Street West, Toronto, our current location. The reason? More space at a cheaper rent - a sublease from another union: the NHL Players Association.

In the News: Work-Life Balance. *The Globe and Mail* recently concluded a week-long series on work-life balance, describing it as a "public-health crisis and a major drain on our economy". The series looked at the effect of stress on the human body, on the health care system and on the cost of doing business. Also examined was the resistance that many of us have to changing our views about what it means to be busy. The series can be viewed at www.globeandmail.com. An interesting related item is an article by Martin Turcotte for the Canadian Social Trends series of Statistics Canada: "Working at home: An update", released in early December 2010. This article updates data on who works at home and why. Enter the name of the article and its author in your search engine to find it and read it online.

AMAPCEO Office Staff News

ANTHONY SCHEIN started working in the AMAPCEO office on December 6th after winning a competition to become Executive Assistant to the President of AMAPCEO.

Anthony's previous job was Special Assistant to Toronto City Councillor Joe Mihevc. He has also held leadership positions in a variety of campaigns and organizations, including: manager of a recent city council candidate's campaign, president of the Communication and Culture Graduate Students Association at York and Ryerson Universities, and member of the Board and Finance Committee for Rescue, Inc., a non-profit ambulance provider.

Anthony is pursuing a Master's degree in the Joint Program in Communication and Culture at York and Ryerson Universities. He holds a B.A. in Political Science and American Studies from Marlboro College in Vermont.

In other staff news, Dispute Resolution Officer **DONNA WALROND** has resigned to pursue an opportunity at the Ontario Nurses' Association. Workplace Advisor **FATIMAH KRABI** was successful in the competition to succeed Donna and **ROBERT JANIGA**, who had already been seconded from the membership to work on an acting basis as a Workplace Advisor (see the July-August edition of *AMAPCEO Member News*) won the competition for the permanent position.

With **ANGELA STEWART**'s departure on maternity leave in September, **TERRY BRACKENRIDGE** was recruited to act in the position of Director of Administration for a one year period.

As chief financial officer with a not-for-profit for 30 years, Terry has broad experience in the fields of administration, finance, human resources, information technology and membership support. He survived a baptism of fire helping to prepare the annual budget for the recent Delegates' Conference, so should be in great shape for the rest of Angela's leave!

On October 8th, Angela, her husband Stan and daughter Sophia welcomed new baby **JOHN** into their family. Congratulations to Angela, Anthony, Donna, Fatimah, Robert and Terry.

Finally, AMAPCEO welcomes two student interns this year from local Labour Studies programs: **SEAN GOUGEON** from York University and **HUYEN PHAM** from McMaster University. Welcome Sean and Huyen!

New Health and Safety Representatives Appointed

On behalf of the Board of Directors, the Health, Safety and Wellness Committee has appointed the following 20 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:

DAVID ARCHER	Community Safety and Correctional Services, 70 Galaxy Blvd., Toronto;
EWART ATHERTON	Community Safety & Correctional Services, 2301 Haines Rd., Mississauga;
BRIGITTE BARIKAGE	Office of the Provincial Advocate for Children and Youth Advocate (OPACY), 401 Bay St., Suite 2200, Toronto;
RENATE BEDFORD	Training, Colleges and Universities, 1420 Bayley St., Pickering;
ADRIAN BILTON	Community and Social Services, 25 Grosvenor St., 13th Fl., Toronto;
JENNIFER CROCKETT	Health and Long-Term Care, 80 Queen St., 3rd Fl., Kingston;
MARK EPP	Government Services, 134 Ian MacDonald Toronto;
ELLEN FRENCH	Labour, 347 Preston St., 4th Fl., Ottawa;
ROBIN HARRISON	Community and Social Services, 25 Grosvenor St., 13th Fl., Toronto;
BIBI HASHIM	Finance, 2 Carlton St., 7th Fl., Toronto;
PREM KOKAL	Finance, 2 Carlton St., 7th Fl., Toronto;
MONA LOFTY	Government Services, 777 Bay St., 15th Fl., Toronto;
GAYLE ANNE MORRIS	Health and Long-Term Care, 80 Queen St., 3rd Fl., Kingston;
LIANNE PERCIVAL	Health and Long-Term Care, 5700 Yonge St., 12th Fl., Toronto;
DAN REMINGTON	Community and Social Services, 80 Grosvenor St., 7th Fl., Toronto;
YVETTE SHIRTLIFF	Labour, 400 University Av., 12th Fl., Toronto;
ROSS ANDREW SMITH	Health and Long-Term Care, 1075 Bay St., 12th Fl., Toronto;
FERNANDO TAVARES	Health and Long-Term Care, 80 Queen St., 3rd Fl., Kingston;
SIAMAK TENZIF	Health and Long-Term Care, 56 Wellesley St., 9th Fl., Toronto;
DAWN-MARIE WALMSLEY	Finance, 2 Carlton St., 7th Fl., Toronto.

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

AMAPCEO, established in 1992, represents 11,500 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 four independent agencies: the Office of the Provincial Advocate for Children and Youth; the Ontario Agency for Health Protection and Promotion; the Ontario Racing Commission and the Mental Health Centre Penetanguishene.

President's Message...

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Ontario and a time of fiscal restraint - we will need to be particularly vigilant in protecting our current benefits, which are increasingly under attack in what can only be described as a hostile political and economic climate for public servants and public services.

We must also be prepared to stand up for ourselves and our stakeholders to defend the legitimate and central role of public services in Ontario society. AMAPCEO, as an organization, will continue to advocate for the valuable contributions that public servants make to this province and to our fellow citizens. We must engage in the public debate in order to set the record straight and to promote a balanced perspective. (As one small example, please see my letter to the editor of the *Toronto Star*, taking issue with that paper's recent series of articles on the internet use of OPS employees; a copy has been posted on our website.)

With the collective leadership of AMAPCEO's activists, and with your support, we will make our voices heard.

All the best to everyone as we leave 2010 and enter a New Year.

Don't want a paper newsletter?

You can sign up to receive an e-newsletter instead; just e-mail us at:
amapceo@amapceo.on.ca from your preferred e-mail address with the phrase "Sign me up for an e-newsletter" in the subject line.

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