

Activist Recognition Program Introduced

AMAPCEO has launched a formal recognition program to celebrate the contributions of our activists and volunteers who provide outstanding service to members. This project reflects AMAPCEO's core belief that "all members and activists should strive to act with integrity and respect for the human rights of others, and in accordance with democratic principles and due process."

A call for nominations has been posted on the AMAPCEO website and the nomination period will remain open until Friday, September 16, 2011 at 5:00 pm.

This member-to-member program is designed so that any signed-up member of AMAPCEO may nominate an activist or group of activists that has demonstrated outstanding member service in an individual or team role. Judging will be carried out in October by the members of the Reward and Recognition Committee, and the winner(s) will be announced and awards presented at a special ceremony at this year's Annual Delegates' Conference at the end of November.

There are two categories under which nominations may be made:

Member Services Award – This award recognizes an existing activist or group who has demonstrated one or more of the following:

- An ability to create and sustain interest and involvement of members and other activists across the province;
- An ability to engage membership in new and innovative activities for the betterment of the organization; and/or
- An ability to go above and beyond normal expectations in an activist role by



- demonstrating perseverance, commitment and success in the face of adversity.

Lifetime Achievement Award

– This award recognizes the exceptional service and contribution of an individual activist to the advancement of AMAPCEO over his or her lifetime of service in one or more activist roles. Such an activist would be perceived by the majority to be an ambassador having built positive relationships over time, and may have demonstrated achievements such as:

- Acting as a role model and inspiration to colleagues
- Exhibiting a high level of unwavering professionalism and personal integrity;
- Contributing to specialized working groups or committees where the outcome had a significant positive impact for AMAPCEO members;
- Pioneering creative or unique opportunities that have been adopted across the organization enhancing engagement.

The Activist Reward and Recognition Committee was established by Provincial Council last year to both recommend a program and take responsibility for selecting award recipients. The committee consists of five members—two Board members and three Chapter Chairs: **THERESA ANDERSON-BUTCHER**, **NELLA BELCASTRO**, **SHARYN BIR**, **DONNA DAVENPORT** and **MURRAY GAUDREAU** (the committee chair).

Please check out the announcement and the nomination forms on the website. Questions may be directed to any member of the committee or to staff advisor **KAREN CANTONI** (cantoni@amapceo.on.ca) or at extension 2742.

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AMAPCEO Committees Make Valuable Contributions

AMAPCEO volunteer activism can take many forms, including elected positions (Members of the Board of Directors, Chapter Chairs and Delegates); trained representatives (Workplace Representatives, Members of AMERCs and Health and Safety Representatives); and Information Coordinators, who, among other things, help get information out to members, post material on bulletin boards and remind colleagues to complete their surveys.

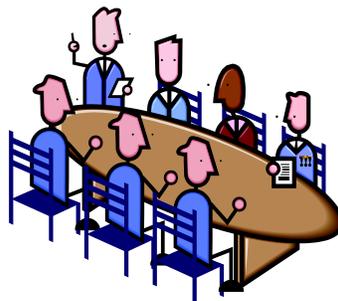
Perhaps less noticed but equally important in helping AMAPCEO function as a democratic and member-driven organization is the work of a number of committees, consisting of volunteer members who contribute their time and skills to ensure that our governance structure is accountable and follows the principles of due process and due diligence.

In addition to helping to run their Association, many members report that this type of committee work adds significantly to the breadth of experience and perspective they are able to bring to their careers.

Some committees are filled through election and others through appointment. A brief description of each follows.

Board Committees: There are four committees of the Board of Directors, each consisting of one Board member plus a number of others appointed by the Board from the general membership. The *Workplace Relations Committee* is responsible for monitoring our system of workplace representation and for providing peer review to decisions on whether to pursue disputes to Stage II or arbitration. The *Health, Safety and Wellness Committee* has authority delegated by the Board to appoint local Health and Safety Representatives, reviews health and safety policy issues and contributes to the planning of the annual Health, Safety and Wellness Conference. The *Diversity Committee* advises the Board on diversity issues and is currently designing a diversity survey to be distributed to members. The *Pension Committee* advises the Board on issues related to pensions, retirement and retired members. For these four committees, the Board typically calls for nominations to fill positions every two years, since members serve two-year terms. This Fall, it is expected that nominations will be sought for positions on the Diversity Committee and the Health, Safety and Wellness Committee; please keep an eye on the website.

Provincial Council Committees: Currently, there is one committee of the Provincial Council – the *Activist Reward and Recognition Committee* (see the article on the first page of this newsletter). This committee was given the responsibility of designing a recognition program and then seeking worthy recipients. It consists of two members of the Board of Directors and three Chapter Chairs elected by the Council.



ADC Committees: There are four regular committees of the Annual Delegates' Conference and one special committee; many are discussed elsewhere in this newsletter. Starting this year, members of the *Audit Committee*, *Elections and Credentials Committee* and *Resolutions Committee* will all be elected by the Delegates in the same way, based on nominations submitted during the normal Fall nomination period, in advance of the ADC. Candidates will be entitled to submit a one-page candidate statement to be circulated with the ADC agenda package. The fourth regular ADC committee is the *Member Reconciliation Committee*, which is responsible for investigating and, if possible, resolving disputes between AMAPCEO members (i.e., outside the grievance resolution process). Nominations for this committee are sought during the normal Fall nomination period, but the selection of members is delegated to the Provincial Council, partly on the grounds that some expertise is expected in mediation or dispute resolution.

The special ADC committee is the *Constitutional Review Committee*, which is established every five years to review the full Constitution and By-laws (one is required to be established this Fall). Nominations are to be sought during the normal nomination period so that candidates can circulate information about themselves to the Delegates in advance of the ADC.

The Call For Nominations for the ADC committees will be posted on the AMAPCEO website on Friday, **August 26th** this year, and is supplemented by an e-mail alert sent to all signed-up members. **Self-nominations for all committees is typical** and a nomination form will also be posted on the website.

The closing date by which all nominations must be received by the AMAPCEO office will be 12:00 noon on Friday, **September 30th**, 2011.

Keep in mind, a pre-requisite to seeking membership on one of our committees is that you must hold an AMAPCEO home position, and you must be a signed-up member of the Association.

Any questions regarding committee membership, including the nomination process and expected time commitments, may be directed to **KAREN CANTONI**, Labour Relations Specialist, at the AMAPCEO office, by e-mail at cantoni@amapceo.on.ca, or by phone at extension 2742 at either 1-888-AMAPCEO or 416-595-9000.

Our committees contribute significantly to the democratic functioning and strategic direction of AMAPCEO. Please consider how you may be able to help make your contribution!

Results of Spring 2011 Chapter Elections

The AMAPCEO Constitution specifies that some Chapter elections are held in the Spring and others are held in the Fall. This Spring, the Elections and Credentials Committee called for nominations to fill Delegate and Chair positions in seven Chapters. In addition, because of acting appointments, Chapter Chair positions were also up for election in four Chapters that normally elect in the Fall. These needed to be filled to avoid leaving a Chair in an “acting” capacity for longer than six months. The call for nominations was posted on the AMAPCEO website (and e-mail alerts sent to members in the affected Chapters) on May 5th, with a deadline of May 18th.

Two balloted elections were required (one for Chapter Chair in Energy, Environment and Infrastructure and one for two Delegate positions in Northwestern Ontario); all other positions were filled by acclamation. The results were as follows:

Chapter Chairs:

Citizenship & Immigration, Culture and Tourism – no nominees; re-open in Fall

Energy, Infrastructure & Environment – CHRIS GOETHEL (re-elected)

Health & Long Term Care & Health Promotion – VALERIE RUSSELL (re-elected)

Ottawa – MARIE-DIANE DODD (re-elected)

Attorney General and Aboriginal Affairs - PETER DEWAR (re-elected from acting capacity)

Windsor – BRYAN CARD (re-elected from acting capacity)

Correctional Services & Community Safety – VICTOR KHAIT (re-elected from acting capacity)

Kingston – NELLA BELCASTRO (re-elected)

Delegates (Spring Chapters Only):

Citizenship, Culture, Tourism – MIKE CAMPBELL (and one position still vacant; re-open in Fall)

Energy, Infrastructure & Environment – MARK BERGMAN, YUTTA D’SILVA, JAYNE SMITH, ROD WHITLOW

Government Services – ARSHAQ ALI, BRIAN ARDRON, RYAN CARPENTER, KELVIN CHANG, PAUL HOSKIN, JAMES LEUNG, KP THOTTAM, SEAN XIAO

Guelph/OMAFRA – DUFF MACKINNON, JILL MELO-GRAYDON, BRADLEY SHAW

MOHLTC/Health Promotion -- CHRIS BAILLIE, ELIZABETH BORRES, ANDENYE CHABLITT-CLARK, GARY COLERIDGE, GODWIN EKERE, PREVIN FRANCIS, SOPHIE GEORGAS, RACHEL HIGGINS, JULIAN KUSEK, DANIELLE LAYMAN-PLEET, BILL NESS-JACK, ED POW, GLENN RODGER, STEPHEN WILSON

Northwest Ontario – RICK DECAL and MARK MAHON

Sudbury/Northern Development, Mines & Forestry - no nominations received; re-open in Fall

Chapter Executive Committees (Spring Chapters Only):

MOHLTC/MHP – KATE AZURE

New Nomination Process for Elections and Resolutions Committees

At the June meeting of Provincial Council, changes were approved to the method for selecting members of two important ADC committees – the Elections and Credentials Committee, which is responsible for supervising the internal nomination and election process for AMAPCEO positions, and the Resolutions Committee, which calls for and screens policy resolutions that are submitted for ADC consideration.

Up to now, members for both of these committees were nominated and elected from the floor of the ADC. In future, however, both committees will be treated in the same manner as the Audit Committee, with members nominated in advance of the Conference during the normal nomination period. This

process will enable information about each candidate to be circulated to Delegates well before they have to vote.

Another benefit to the changes, which were recommended by the Elections and Credentials Committee in the form of amendments to the Elections By-law and the Terms of Reference of the Resolutions Committee, is that the amount of time at the conference required to elect members to these two committees will be significantly reduced. Although there will be a transition period this year, in future, the Elections Committee will be elected one year and the Resolutions Committee the next.

Fall 2011 Nomination Schedule

All Chapters are reminded that the count of signed-up members on which the calculation of each Chapter's ADC Delegate entitlement is made is conducted as of **August 15th**.

Chapters are strongly advised to focus on signing up new members **throughout the year** and not leave it until the last minute, e.g., until early August. Membership forms must be received by the AMAPCEO office no later than 5:00 p.m. on Monday, August 15th, 2011 to be included in the count. A flurry of last-minute forms may take longer than usual to process. Staff will provide Chapter Chairs with an accurate total of new memberships sometime after August 15th and before September 1st, the date on which the Constitution specifies that the numbers must be finalized and communicated.

Consistent with past practice, the nomination deadlines for the Fall 2011 elections will be as follows:

Friday, August 26th

Call for nominations and proposed resolutions and constitutional amendments will be posted on the AMAPCEO website and an e-mail alert will be sent to all signed-up members.

Friday, September 30th

(12:00 noon) - Deadline for receipt of all nominations, resolutions and proposed constitutional amendments.

In addition to elections for Chapter Chair, Delegate and Chapter Executive positions in those Chapters requiring Fall elections (and in other Chapters where there are vacancies), the following **central** positions will be open for nomination (all terms for two years unless indicated otherwise):

- Vice-President
- Secretary
- Director (Member of the Board) – 2 positions
- Audit Committee – 3 positions
- Elections and Credentials Committee – 5 positions
- Member Reconciliation Committee—4 positions
- Resolutions Committee – 5 positions (one-year term only)
- Constitutional Review Committee – 5 positions (one-year term only).

This year's Annual Delegates' Conference is scheduled to be held on Friday and Saturday, **November 25th and 26th**, 2011.

Robert Stambula Named OPS Bargaining Team Chair

Vice-President **ROBERT STAMBULA** has once again been ratified as Chair of the OPS Bargaining Team for the 2012 round of negotiations. The Provincial Council ratified his nomination, recommended by the Board of Directors, at the June Council meeting. Stambula has chaired the team in all prior rounds of bargaining since voluntary recognition in 1995.

The Board also posted a website call for self-nominations

from members interested in serving as members of the Bargaining Team and received a huge response, expecting to return to the Council with specific nominations in the early Fall. President **GARY GANNAGE** is an *ex officio* member of all bargaining teams. The OPS Collective Agreement is scheduled to expire on March 31st, 2012.

Upcoming Quinquennial Constitutional Review

Quin-what? Ok, ok . . . let's try "five year" review. The AMAPCEO Constitution requires a full review of the Constitution and By-laws every five years, conducted by a committee to be elected by the Annual Delegates' Conference. The last one was conducted in 2007 so the next one needs to be conducted in 2012, which means that the review committee must be elected at the 2011 Annual Delegates' Conference.

The Board of Directors has proposed that the Delegates follow the same basic model as in 2007, namely a five-person committee, but that rather than being nominated and elected from the floor of the conference, the members be nominated

during the normal nomination period before the ADC, so that candidates can circulate information about themselves along with the ADC agenda. One of the complaints of Delegates in the past has been that not enough information is known about candidates who are nominated from the floor and not enough time is available through that process to get to know the candidates.

Please watch in late August for the call for nominations, which will be posted on the website and followed up with an e-mail alert to all members.

Call For Resolutions

The Resolutions Committee is a committee of the Annual Delegates' Conference, responsible for reviewing and setting priorities on any policy or procedure resolutions that may be submitted to the conference each year.

Five Delegates were elected to the committee at the November 2010 ADC: **CHRIS BAMBER** (MCYS Sudbury), **DOMENIC FRAGALE** (MCSS Toronto), **MICHAEL GORESKE** (MCSS Toronto), **GRAHAM HOWE** (OMAFRA Guelph) and **ANN-MARIE SCOTT** (OPACY). Chris Bamber subsequently resigned, citing pressures at work that he felt would prevent him from contributing fully to the work of the committee. Two *ex officio* members also sit on the committee: **BARBARA GOUGH**, in her capacity as Secretary of the Association, and **HAROLD HAYNES**, who was elected as a representative of the Board of Directors.

While most of the committee's work will occur closer to the ADC when and if resolutions are submitted, the members believe they have a duty to publicize the opportunity to submit resolutions and to facilitate that process through appropriate education and resources. They have also developed a sample resolution template and a resolution form to make this as accessible as possible.

Under the committee's terms of reference, resolutions may be submitted from the following:

- Board of Directors – as a governing body;
- Provincial Council – as a governing body;
- Committees established by the Association;
- Chapters – as organizational units;
- Individual Delegates.

The ability of Chapters to submit resolutions means that individual rank-and-file members of the organization

are entitled to bring proposed resolutions forward by seeking the support of fellow Chapter members at a general membership meeting. Chapter Chairs have been asked to publicize this opportunity within their Chapters.

It should also be noted that the jurisdiction of the Resolutions Committee is focused on *policy or procedure resolutions*, i.e., those that establish policies and procedures of AMAPCEO. Policy and procedure resolutions are distinguished from *constitutional amendments* (i.e., resolutions that amend the Constitution), which either go directly to the ADC or to the ADC as the result of a recommendation from a Constitutional Review Committee, if one is established (as one will be at the 2011 ADC). Policy and procedure resolutions require a simple majority for approval, whereas constitutional amendments can be enacted only with a two-thirds vote in support.

The deadline for submitting resolutions for consideration at the 2011 ADC, as in the past, is the same deadline for submitting nominations: 12:00 noon on Friday, **September 30th**, 2011, by which time any proposed resolutions, as well as any constitutional amendments, must arrive at the AMAPCEO offices.

The Resolutions Committee wants to encourage all activists to review the procedures and criteria for submitting resolutions and to help publicize this opportunity for "grass-roots" membership engagement among your colleagues. If you have any questions about the resolutions process, please do not hesitate to contact either a member of the committee directly or one of the staff advisors (either **MICHAEL MOURITSEN** at mouritsen@amapceo.on.ca or **JENNIFER SHERWOOD** at sherwood@amapceo.on.ca).

Thanks to Ramesh, Gary and Darlene

Long-time Workplace Representatives **RAMESH MANDEL** (Northern Development, Mines & Forestry, Sudbury), **GARY RUSSELL** (Attorney-General, Toronto) and **DARLENE ZYLBERBERG** (Children & Youth Services, Sudbury) have decided to step down from their AMAPCEO responsibilities.

Ramesh, who was also co-chair of his ministry's AMERC, is moving into an excluded position; Gary, who was founding Chair of the MAG Chapter, will be focusing on some career changes; and Darlene has retired after 32 years of OPS service. All three paid tribute to the work of the Association in messages sent to the AMAPCEO office.

Darlene noted that "I have enjoyed the role of Workplace Rep and have learned a great deal over the years about some of the circumstances our members have been unfortunate

enough to find in their workplaces across the OPS. We have addressed these issues for our members and restored the workplace environments to a standard that represents a fairer and more just OPS."

Gary said he was resigning with "the deepest regret", noting that he had attended the second or third meeting of AMAPCEO back in 1992. He wished everyone all the best, saying he has "the greatest respect for the work that you do on our behalf". Ramesh similarly expressed his regret in resigning, recalling that he has volunteered for AMAPCEO since the beginning in 1992.

AMAPCEO extends a sincere vote of thanks to Ramesh, Gary and Darlene for their service on behalf of their colleagues. We wish them well.

Sixth Annual Health, Safety and Wellness Conference



Day of Mourning rally (Photo by AMAPCEO member Tanya Perdikoulis)

AMAPCEO's sixth annual Health, Safety and Wellness Conference was held on April 28th this year to coincide with the National Day of Mourning, which honours workers killed or injured on the job. AMAPCEO members attending the conference marched to the Toronto Day of Mourning rally, held in a park adjacent to City Hall.

There are over 170 AMAPCEO health and safety representatives across the OPS. This was our largest conference to date—we have more than doubled the number of representatives from 80 at the first conference in 2006.

President **GARY GANNAGE** opened the conference by providing a summary of AMAPCEO's health and safety initiatives over the past year, including our submission to

the Expert Panel on Occupational Health and Safety, whose final report accepted many of our recommendations.

Keynote speakers in attendance at this year's conference included **JANET O'GRADY**, Director, and her colleagues from the OPS Centre for Employee Health and Wellness, to discuss what CESHW can provide for Health and Safety reps, and **JOAN BURTON**, a workplace wellness expert who spoke on healthy workplaces.

In addition to the speakers, a panel discussion on Bill 168 was led by **AUDREY BIRKBECK** and **FIONA MACPATE** from the Ministry of Labour; **NADINE BLUM** from our law firm Sack Goldblatt Mitchell, and **HENRIETTA VAN HULLE** from the Public Services Health and Safety Association.

AMAPCEO Vice-President **ROBERT STAMBULA** chaired a roundtable discussion on a number of key issues identified by local health and safety committees.

Next year's conference has been scheduled for Thursday, April 19th, 2012, and all Board members, Chapter Chairs and health and safety representatives will again be invited to attend.

A list of health and safety representatives can be found, listed by ministry and workplace location, on the AMAPCEO website, www.amapceo.on.ca.

If there is no health and safety representative for your area and you would like to volunteer, please contact **LIZA PAPANIKOLAOU** at lizap@amapceo.on.ca or by telephone at 416-595-9000, ext. 2725.

News from the Board of Directors

At the June meeting of the Board of Directors, the Board finalized its Strategic Plan for 2012, which was developed at a two-day planning session held in May. The Strategic Plan is used to identify strategic directions for the upcoming year and also to inform the development of the next year's operating budget, which is typically drafted in September.

Other business included:

- Approval of a staff recommendation for instituting Chapter-specific website pages.
- Appointment of seventeen new Workplace Representatives who had successfully completed the required training.
- Approval of a recommendation to plan a number of strategic communication initiatives in connection with the 20th anniversary year of AMAPCEO's founding, which occurs in 2012.
- Approval of a proposal for the preparation of a submission to the Drummond Commission.

For Health and Safety Reps

Health and Safety Q&A

Q: Must minutes from a Joint Health and Safety Committee meeting be recorded?

A: Minutes of each meeting must be recorded and be available for review by anyone. Minutes should be co-signed by the co-chairs and should be posted in the workplace within one week of the meeting. Minutes should contain details of all matters discussed, as well as a full description of problems raised and their resolution or any action deemed necessary.

Q: How often should a Joint Health and Safety Committee meet?

A: Committee members are required to meet at the workplace at least once every three months. More frequent meetings may be necessary, however.

People working in loud places might have triple the risk of heart problems

A professor at the University of British Columbia has conducted a study that found that people who work in noisy places for at least eighteen months have triple the risk of a serious heart problem (including heart attacks and severe chest pain) compared to those who work in quiet environments.

Professor **GAN WENQI** of UBC examined more than 6,000 adult workers in a survey in the United States between 1999 and 2004. A workplace was deemed noisy if employees had to raise their voices to have a conversation. The study was published late last year in the online journal *Occupational and Environmental Medicine*.

New Health and Safety Amendments Receive Royal Assent

The amendments to the *Occupational Health and Safety Act* in Bill 160 received Royal Assent on June 1st, 2011. These amendments, which implement many of the recommendations from the Expert Advisory Panel on Occupational Health and Safety (the Dean Panel), also amended the *Workplace Safety and Insurance Act*. The amendments give the Minister of Labour authority to appoint a Chief Prevention Officer to establish standards for, and to approve, health and safety training programs. The training programs are expected to include mandatory safety and awareness training for new employees and supervisors.

There are two important changes that will impact Joint Health and Safety Committees when they actually come into effect in April 2012:

- Although the current legislation allows a joint health and safety committee to make recommendations to the employer, the changes will enable either the worker co-chair or the employer co-chair to make such recommendations directly to the employer if a committee is deadlocked and cannot agree on a recommendation. An employer will have the same obligation to respond to the recommendation within 21 days as if it came from the committee.
- Employers are required to ensure that **all** health and safety representatives receive the training necessary for them to effectively exercise their powers and perform their duties. Currently, the requirement only extends to one employer member and one worker member on each committee.

Update on Terry Peters

Readers of the April-May edition of *AMAPCEO Member News* will know that Terry Peters suffered a set-back following recent heart surgery. Terry is a former member of the Board of Directors, a former Kingston Chapter Chair and is both a Delegate and a Workplace Representative. In a positive development, he has now been released from hospital and is recuperating, but unfortunately will be away from the workplace for some time. We send our best wishes to Terry as he continues to recover.

Workplace Representatives' Conference

AMAPCEO held a well-attended Workplace Representatives' Conference on June 15th of this year. This conference is held each June for members of the Board of Directors, Chapter Chairs, AMERC Members and Workplace Representatives to provide a training opportunity for our representatives, in order to help them improve their ability to better serve members.

This year's conference was opened by **DAN SKWAROK**, Chair of the Board's Workplace Relations Committee. The agenda featured a number of presentations by AMAP-CEO Dispute Resolution staff on job security,



redeployment rights and entitlements and the OPS voluntary exit registry. A session featuring two DROs and Workplace Representative **BARBARA GOUGH** focused on representing members involved in WDHP investigations and overtime issues.

Guest speakers at the event were **GREG LONG**, **ANGIE JONES** and **DIANE PARSON** from the Dispute Resolution Services Branch of the

Ministry of Labour, speaking on "The Consensus-Based Approach to Workplace Problem-Solving".

2012 Looms as a Critical Year for AMAPCEO

The year 2012 will be an important one for AMAPCEO and its members – for a number of reasons. Our current Collective Agreements in three bargaining units are scheduled to expire on March 31st, 2012, including our largest unit (the Ontario Public Service), our first unit in the Broader Public Sector (the Office of the Provincial Advocate for Children and Youth) and our newest BPS unit (Health Quality Ontario).

In the meantime, bargaining continues in our other BPS units: Waypoint –formerly Penetanguishene – Mental Health Centre, Public Health Ontario –formerly the Agency for Health Protection and Promotion- and the Ontario Racing Commission.

In addition, we will be dealing with a new provincial government (elected or re-elected) following the October 2011 election. The Drummond Commission, which is reviewing spending in the Broader Public Sector, is expected to report to whoever forms the next government early next year.

Finally, 2012 marks the 20th anniversary of AMAPCEO's founding in 1992 and we plan to celebrate with a number of events and initiatives that will both support our bargaining agendas and promote our strategic defence of public services and public sector employees.

AMAPCEO Office Staff News

AMAPCEO welcomes **IOLANDA CARFORA**, who started in June as Acting Receptionist/Secretary while **MARIJA GONAZLEZ** is on maternity leave. Iolanda has held a number of private sector administrative positions over the last few years. Marija is expecting her second child.

SARAH BURD, Labour Relations Specialist, started a leave of absence in June to pursue an educational program. She is expected to return in August.

Research Officer **JONATHAN CARSON** will be away on parental leave, starting in July and returning in November.

New Workplace Representatives Appointed

The AMAPCEO Board of Directors has appointed the following seventeen 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:

TIM APOSTOLOPOULOS	Transportation, North York
CARL BEYER	Transportation, St. Catherines
CHRISTINA CHENG	Environment, Toronto
YUTTA D'SILVA	Public Infrastructure, Toronto
VALERIE HOLLIDAY	Tourism and Culture, Toronto
CHIOMA IJIOMA	Government, Toronto
SHELLEY KEMP	Finance, Oshawa
SAQIB KHAN	Transportation, St. Catherines
GRACE LEE	Attorney General, Toronto
JACK LEWIS	Transportation, Lakeshore
JAN NGUYEN	Environment, Toronto
PAUL RADEMACHER	Natural Resources, Peterborough
GLYNN ROBINSON	Environment, Toronto
IRENE STEWART	Government Services, Toronto
FLORA VINEBERG	Correctional Services, Toronto
TED WHITTAKER	Education Toronto
PAULINE YOON	Community and Social Services, Toronto

A complete list of AMAPCEO's 159 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 cantoni@amapceo.on.ca.

Great-West Life Mental Health Website

Worth noting is a useful website offered by the Great-West Life Centre for Mental Health: www.gwlcetreformentalhealth.com, which features useful tools and resources to assist employees when dealing with mental health issues in the workplace. Available resources include mental health fact sheets, recommendations for coping at work, successful accommodation plans, and crisis response techniques. A unique aspect of this site is that it recognizes the importance of union support in the workplace. Please check it out and let us know what you think so we can pass on comments to Great-West Life.

New Health and Safety Representatives Appointed

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

JOSEPH CHOW	Health and Long-Term Care, 5700 Yonge Street, 9th Floor, Toronto;
COURTNEY COSGROVE	Labour, 119 King Street W.; 13th Floor, Hamilton;
BOB FREEMAN	Municipal Affairs and Housing, 777 Bay Street; 2nd Floor, Toronto;
MARK HORROCKS	Community and Social Services, , 270 Erie Street E., Windsor;
EDWIN LANG	Health and Long-Term Care, 5700 Yonge Street, 9th Floor, Toronto;
DOUGLAS LITTLE	Government Services, 250 Dundas W., Street, 5th Floor, Toronto;
LYNNE LUCAS	Community and Social Services, 477 Mt. Pleasant Road, 3rdFloor, Toronto;
SONIA MARTIN	Attorney-General, 439 University Avenue, 1st Floor, Toronto;
DORIS MACLEAN	Attorney-General, 244 Rideau Street, 3rdFloor, Ottawa;
TUMBI SOSAN	Transportation, 900 Bay Street, 1st Floor, Toronto;
MARNI TIVY	Labour, 400 University Avenue, 12th Floor, Toronto,
LAWRENCE YASKIEL	Health and Long-Term Care, 5700 Yonge Street, 12th Floor, Toronto.

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.

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