



December 12, 2012

Mr. Mark Dittenhoffer,
Manager, Employee Relations Division,
HROntario, Ministry of Government Services
77 Wellesley Street West,
7th. Floor, Ferguson Block,
Toronto, Ontario M7A 1N3

Dear Mr. Dittenhoffer,

RE: RESPONSE to Your "Letter of Understanding"
dated December 11, 2012

During our negotiations session yesterday, you tabled the attached document entitled "Letter of Understanding".

There appears to be some confusion about the genesis of this issue, and misinformation is being disseminated by the Employer.

For the record, and your recollection, I would remind you of the following:

- On November 14, 2012, during a discussion of the Union's U-2 detailed proposals, you observed that a number of proposals sought to replicate some Central provisions into the Corrections collective agreement, and you remarked that it looked like the Union Team wanted its own collective agreement. At the time, this was dismissed by the Union as just a flippant remark.
- On Thursday December 06/12 at about 1:00pm, Dan Sidsworth, Jim Mitchell and I met with you, Malcolm Winter and Laura McCready outside your caucus Room 3929 for the purpose of providing you with documents that had been signed off by the Union and awaiting your signatures.
- At this time you then asked us if we were "interested in having a Corrections-only collective agreement". You further advised that the Employer had an interest in doing that.
- Dan Sidsworth immediately advised that the Union would need to first see that in writing.

- The next day, on December 07, 2012 at 9:12am I received the following BlackBerry Messenger (BBM) message from you:

"Hi Rob, any chance after our meeting we could have a discussion on the corr only collective agreement, re how to move forward" (sic)

- My response at 9:38am was:

"We need it in writing first....10:30 start?"

- Yesterday, at your request, we met in negotiations at 4:00pm. At that time you provided document E-11 and the subject "Letter of Understanding". Upon inquiry from me, you confirmed that the "Letter of Understanding" is conditional upon the Union's acceptance of all of the Employer's proposals in document E-11.

To date, there is no "Understanding" on this issue. You are not aware, but I will now confirm, that we attended the session yesterday prepared to table a document (also attached) requesting your written proposal on this matter. That document is now moot given your Letter.

I am also advised that Bob Bass has erroneously advised Ruth Hamilton that it was the Union that first broached a Corrections-only collective agreement with the Employer. This is patently incorrect, misleading, and possibly an interference with the Union.

In summary, the Union is continuing to review this Employer proposal and will respond in the fullness of time.

Sincerely,



Robert Field,
Senior Negotiator]

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