

Ministry of Government Services

Ministère des Services gouvernementaux

Assistant Deputy Minister's Office  
Employee Relations Division  
HROntario

Bureau du sous-ministre adjoint  
Division des relations de travail  
RHOntario



77 Wellesley Street West  
7<sup>th</sup> Floor, Ferguson Block  
Toronto, Ontario M7A 1N3  
Telephone: (416) 325-1476  
Fax: (416) 325-1393

77, rue Wellesley ouest  
7<sup>e</sup> étage, Édifice Ferguson  
Toronto (Ontario) M7A 1N3  
Téléphone: (416) 325-1476  
Télécopieur: (416) 325-1393

December 11, 2012

Mr. Warren Thomas  
President, OPSEU  
100 Lesmill Rd.  
North York, Ontario  
M3B 3P8

Dear Mr. Thomas:

**Re: Request for Conciliation and Essential Services Agreement Negotiations**

Under the *Crown Employees Collective Bargaining Act* (CECBA), the parties are obligated to negotiate an Essential Services Agreement. To that end, on January 11, 2012 the parties signed the Protocol for Negotiation of an Essential Services Agreement in which they agreed to attempt to reach a collective agreement first and would not begin essential services negotiations before December 14, 2012.

At OPSEU's request the parties delayed the start of collective bargaining to November 13, 2012. Further, although the Employer recognizes the complexity of this set of negotiations, the Central/Unified OPSEU team was delayed in providing the details of their proposals.

Given the current status of bargaining, the Employer is prepared to delay the commencement of essential services negotiation until January 2, 2013, but is providing notice of our intent to begin ESA negotiations on that date.

Furthermore, the Employer is requesting the appointment of a conciliation officer and, as such, is filing an application for conciliation to the Ministry of Labour today. It remains our desire and intent to conclude a collective agreement prior to the date set out above to begin ESA negotiations. In order to facilitate this, the Employer is recommending that the parties engage the services of private mediator Gerry Lee.

It remains our hope that significant progress in negotiations will be made over the upcoming days and we remain available on a continual basis. We anticipate that the parties will work extended hours and weekends to conclude a collective agreement on or before December 31, 2012, that is fair and equitable to both our employees and Ontario taxpayers.

Regards,



David Logan  
Assistant Deputy Minister  
Employee Relations Division, HROntario  
Ministry of Government Services