



February 20, 2009

OPSEU
Mr. Ted Loughead
1038 & 1042 2nd Ave E
Owen Sound ON N4K 2H7

Dear Mr. Loughead:

Re: Town Hall Meeting Letter, February 17, 2009

Your letter of February 17, 2009, is the first formal communication we have received from the union regarding the apparent issues you wish to bring to our consideration.

The Board of Health hope you would recognize there are a number of options open and which have not been pursued, to bring forward any issues to the attention of this Board. It would be particularly untoward to enter into a course of action that would seemingly subvert the collective bargain process by not availing all remedies existing through collective agreements. To this end we direct you to:

ARTICLE 9 – GRIEVANCE PROCEDURE

9.01 It is the mutual desire of the parties hereto that complaints of the employees shall be adjusted as quickly as possible and it is understood that any employee may present an oral complaint at any time, without recourse, to the grievance procedure herein.

9.02 A grievance shall be defined as a complaint regarding the interpretation or alleged violation of this Agreement...

We have in the past, and with the assistance of a mediator, worked through the grievance procedure to come to what we believe is a mutual understanding with regard to remedying earlier identified concerns. That process remains available as a venue for any further matters that may arise.

Under provisions of the same collective agreement, this Board takes very seriously our responsibility with regard to the administration and delivery of Public Health services to the citizens of Grey Bruce. We hope you would recognize the Management Rights as identified, and to which you are a signatory to, in the same collective agreement:

101 17th Street East, Owen Sound, Ontario N4K 0A5 www.publichealthgreybruce.on.ca

OWEN SOUND
519-376-9420
1-800-263-3456
Fax 519-376-0605

WALKERTON
519-881-1920
1-800-263-3456
Fax 519-881-3920

ARTICLE 5 – MANAGEMENT RIGHTS

5.01 The Union recognizes and acknowledges that the management of the operations and the direction of the working forces are fixed exclusively in the Employer. The Employer retains all rights not otherwise specifically and expressly abridged in this Agreement.

This Board would embrace an opportunity to address your concerns. To that end, we invite you to elaborate, either by correspondence or through a delegation and presentation to this Board. The Board of Health meetings are open to the public and you are welcome to attend. Please inquire with our support staff regarding procedure to be placed on the agenda. We would welcome you, or anyone else, to meet with us to discuss specific issues.

As democratically elected or duly appointed representatives of the region, the Board of Health is responsible for the provision of Public Health services as mandated under legislation. This Board takes direction from the provincial *Standards and Protocols* and provides services within the funding allocations. No issues have been identified by provincial or funding agencies that would indicate any inattention or delinquency in administration of our responsibilities. We feel an exemplary level of service, providing well beyond minimum basics, is being afforded to the residents of Grey Bruce.

Sincerely,

Original signed - on file

Larry Kraemer
Board of Health Chair,
on behalf of the Board of Health for the Grey Bruce Health Unit

cc: The Honourable David Caplan, Minister of Health and Long-Term Care
Larry J. Miller, MP Grey-Bruce-Owen Sound
Helena Guergis, MP Simcoe-Grey
Ben Lobb, MP Huron-Bruce
Bill Murdoch, MPP Bruce-Grey-Owen Sound
Carol Mitchell, MPP Huron-Bruce
Jim Wilson, MPP Simcoe-Grey
Grey Bruce Media
OPSEU Local 276 Union Leaders, Grey Bruce Health Unit
Ontario Nurses Association Local 004 Union Leaders, Grey Bruce Health Unit
Grey Bruce Health Unit Staff