



September 25, 2009

JEAN MAJOR
Chief Executive Officer
Alcohol & Gaming Commission of Ontario
90 Sheppard Avenue East
3rd Floor
Toronto, ON – M2N 0A4.

RE: FUTURE PARTNERSHIP PROJECT – Request for Consideration

Dear Jean:

We are looking forward to hearing the results from our participating Union Leaders soon (Norm Pigeon [Lead], Andrew Rowntree and Peter Gioia) in the recent Regional Meeting initiative just finishing this month. This was our first foray into a joint planning project among frontline management staff and union-nominated colleagues. We hear attendance was up significantly in all sites – an encouraging re-engagement response. Management-nominated colleagues, Rob Isshak and Jeff Longhurst are to be commended for stepping forward to join us under the auspices of the CEO's office and your leadership.

Building on this partnership undertaking, we have had several conversations with lead management regarding the BPR (Business Process Re-Engineering [Licensing and Registration]) rollout. David Baxter and Bryna Kaplan have provided helpful background as to the history, purpose and current status of the project. Our following request seems to come at a timely point in the BPR development.

Five committees are presently being recruited to develop:

- Job descriptions:
 - SEO
 - EO
 - AEOas part of the harmonization of the past liquor and gaming positions.

- Forms:
 - Gaming
 - Liquor.

What a significant juncture in the history of the AGCO - a major organizational change within our largest Branch - for us to embark on a further partnership experience with all

the indicators of a synergistic and enhanced outcome with frontline management staff and union-nominated colleagues working together again. Therefore, OPSEU Local #565 would appreciate your consideration in nominating a Union-recruited colleague to sit on each of the 5 Committees above to work in co-operation with the managers and frontline staff appointed by the Deputy Directors and Branch Director.

Further, while the job description process within our organization has been an ongoing dialogue among Human Resources and the Union, in the spirit of further partnership, would a pairing – an external partnership – further enhance the BPR rollout experience? Therefore, a second consideration we request is a partnership with either the Schulich, Rotman or Rogers Schools of Business at York University, the University of Toronto or Ryerson University, respectively. How exciting it would be to support the job description component with cutting edge thinking and research support from an MBA student completing his/her post-graduate program. Linda MacKinnon – Chief Steward would be pleased to work on this recruitment in partnership with the Branch Director and HR Senior Manager.

We thank-you for your consideration of these proposals. Should you have any questions, please don't hesitate to be in touch.

Yours truly,

Mike Gyemi – President: OPSEU Local #565

cc: REGIONAL MEETINGS PARTNERSHIP PROJECT

- Andrew Rowntree – Enforcement Inspector (Ottawa)
- Sukhi Grewal – Director: Electronic Gaming
- Rob Isshak – Manager: Electronic Gaming Enforcement (Western/Central Regions)
- Jeff Longhurst – Manager: Gaming Registration – Suppliers (Licensing & Registration)
- Tom Mungham – Director: Licensing and Registration
- Peter Gioia – Electronic Gaming Enforcement Officer (Sault Ste. Marie)
- Norm Pigeon – Enforcement Inspector (Timmins) (Union Lead)

BPR (Business Process Re-Engineering) PARTNERSHIP REQUEST

- David Baxter – Senior Manager: Risk/Project Management & Internal Audit Branch
- Bryna Kaplan – Deputy Director: Licensing and Registration
- Officer Mike Guilfoyle - Deputy Director: Licensing and Registration
- Heather MacLean – Senior Manager: HR
- Tom Mungham – Director: Licensing and Registration