



OPSEU Local #565
AGCO

Alcohol & Gaming Commission of Ontario

December 10, 2009.

HEATHER MacLEAN
Senior Manager – Human Resources
AGCO.

RE: CONSISTENT POSTING OF MANAGEMENT POSITIONS

Dear Heather:

The Union was heartened by the recent posting of the vacancy for the position of Senior Project Portfolio Manager (Risk Management & Internal Audit Branch).

This management decision was in sharp contrast to the appointment without posting for the earlier position of Quality Assurance Manager (Electronic Gaming).

As a result of Member inquiries and through an exchange of E-Mails in late November, 2009 with Laura Frees, the Union was given background re: past practice concerning such postings. We were informed that each such management position is decided on a case-by-case basis.

This letter is a formal request to ask for re-consideration of this practice.

When a management position is not posted internally, at least two messages to frontline workers become clear.

First, a talent pool of potentially qualified and motivated employees is ignored. The AGCO's PDR process encourages all to be fully engaged with their supervisors in developing learning plans and career paths which are both professionally actualizing and accessible within our organization.

Second, the Union has frequently discussed the lack of mobility within the AGCO as compared to the OPS. By not posting management positions, we lose a further opportunity to potentially facilitate professional growth and motivate the exploration of new horizons among our Members.

In closing, we would ask you to carry forward to Executive Committee the Union's request to have all management positions posted internally. The Director of Gaming Compliance and Audit posting may be our next opportunity to demonstrate the employer's confidence in the talents of frontline staff.

We look forward to an affirmative response.

Yours truly,

A handwritten signature in blue ink, appearing to read "Michael Gyemi", is written over a horizontal line.

MIKE GYEMI – President

cc: LEC