

# **Ministry Employee Relations Committee**

## **Ministry of the Solicitor General – OPSEU Unified**

### **Minutes**

Thursday, June 6, 2019  
via teleconference

### **Attendees**

#### **For the Union**

- Drew Maddison (Co-chair)
- Ram Selvarajah
- Sandra Harper (OPSEU Negotiator)

#### **For the Ministry**

- Troy Fernandes (Co-chair)
- Bart Nowak

#### **Resources**

- Ann Fowler, Employee Relations Advisor, Bargaining and Compensation

#### **Note Taker**

- Lise Ledoux, Employee Relations Committee Coordinator

### **Previous Business**

1. **16 12 09 LERCs** – Fire College on Muskoka Road has established their first LERC. No further concerns with the three previous LERCs.

Action: Employer will share the list of members for the new Fire College LERC with the committee. Move to Standing Items.

### **Standing Items**

1. **Surplus List** – no current active staff on the list.

2. **Conversion List/Unclassified Employees** – list was shared with the Union and the Union requested status on three employees. Employer responded. No further concerns.
3. **Recent Disclosures** – list from February 22<sup>nd</sup> to May 31<sup>st</sup> was shared with the Union.
4. **Transition Exit Initiative (TEI)** – the following numbers represent TEIs for all OPSEU staff in SolGen as of April 30<sup>th</sup> since 2013:
  - Approved Applications: 131
  - Total Applications (excludes those applications which have been withdrawn): 541
  - Approval Rate: 24%
5. **OFMEM Workplace Review Update** – the Learning & Development & Career Advancement and the Organizational Communication working groups were launched on April 16<sup>th</sup> and the remaining two working groups were launched on May 23<sup>rd</sup>. A total of eight Respectful Workplace Policy and Conflict Management training sessions took place in February and March (three in Gravenhurst, three in Downsview and two WebEx sessions). Ninety percent (90%) of OFMEM staff completed this training. CCR International has completed Phases 1 and 2 of the workplace restoration process. Phase 3 commences the week of June 10<sup>th</sup> and deals with the implementation of the restoration in the workplace.

## **New Business**

1. **Security Checks** – presentation provided. Union requested more details on Canadian Border Services Agency (CBSA) check.

Action: Employer will provide more information regarding CBSA checks.

2. **Timesheets** – Union raised concerns that timesheets are being changed by managers without speaking to or advising the respective employee. Union is requesting that managers communicate with employees in advance of making timesheet amendments.


Action: Employer will make best efforts to communicate changes to employee's timesheet in a timely manner.

## Next Meeting


- Friday, September 20, 2019 via teleconference (1 p.m. start time)

## Signatures

For the Union:

  
Drew Maddison

For the Ministry:

  
Troy Fernandes