

**Bi-Ministry Employee Relations  
Committee (BMERC) MEETING**

Wednesday, August 26, 2020

1:00-2:00pm

Microsoft Teams Meeting

**In Attendance**

<b>For the Union</b>	<b>For the Employer</b>	<b>Guests</b>	<b>Regrets</b>
Chris Jackel Sandra Harper Chad Oldfield Peter Harding Michael Fallon	Todd Robertson Melissa Vaz Sia Romanidis Daryl Pitfield	Steven MacKay (on behalf of Mike M.) Steve Sitko (on behalf Jennifer P.) Bart Nowak Jasvinder Mahal (on behalf of Paul W. and Mark M.) Adam Cygler (SolGen Multi-Category MERC member)	Paul Wheeler Mike Mously Jennifer Price Mark Mikoluff Renu Kulendran

<b>Date Tabled</b>	<b>Continuing Business</b>	<b>Referred to</b>	<b>Action</b>
<b>July 30, 2019</b>	<p><b>Update on the status of implementation</b></p> <p>The Employer provided an update on the outstanding implementation items.</p> <p>OPSEU has advised that the changes in Appendix COR 41 needs to be captured in the salary schedule of the Collective Agreement.</p> <p>The Employer will confirm that correct position titles are being used in the workplace.</p>	<b>N/A</b>	Ongoing.

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Date Tabled	Continuing Business	Referred to	Action
<p><b>June 11, 2020</b></p>	<p><b>FXT Vacation Pay in Lieu 2% Increase</b></p> <p>OPSEU requested for a status update on when terminated employees and recently converted employees will receive the retroactive payments.</p> <p>The Employer confirmed terminated employees and recently converted employees will receive the retroactive payments at the end of August.</p>	<p><b>Employer</b></p>	<p>Resolved.</p>
<p><b>June 11, 2020</b></p>	<p><b>Increasing VPNs and Ministry laptops</b></p> <p>OPSEU requested for a status update on the use of VPNs and Ministry laptops to increase work from home arrangements.</p> <p>The Employer provided an update on the use of VPNs and Ministry laptops in both Ministries.</p>	<p><b>Employer</b></p>	<p>The Employer will consider ways in which we can prepare for possible increased work at home arrangements in the future.</p> <p>Parties agreed to remove this item from the BMERC agenda and move future discussions (if any) to the MERC level.</p>
<p><b>June 11, 2020</b></p>	<p><b>Carry-over 2019 Vacation Credits into 2021</b></p> <p>OPSEU COR has requested that their members who have vacation credits from 2019 and are unable to use them in 2020 be allowed to carryover</p>	<p><b>Employer</b></p>	<p>Ongoing.</p>

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Date Tabled	Continuing Business	Referred to	Action
	<p>2019 vacation credits into 2021.</p> <p>The Employer encourages employees to take vacation where operationally feasible.</p> <p>OPSEU requests that a communication be issued to all Correctional Bargaining Unit employees reminding them to use vacation credits where operationally feasible.</p>		
<p><b>December 6, 2019</b></p>	<p><b>Classification System Committee - Appendix 34</b></p> <p>OPSEU inquired about the re-activation of the committee under Appendix 34.</p> <p>The Employer responded on Dec. 6<sup>th</sup>, that the work has been completed and there is no need for a classification committee at this time.</p> <p>OPSEU requests that the Ministries consider creating a process to review and discuss classification issues.</p>	<p><b>OPSEU</b></p>	<p>OPSEU to provide the Employer with a formal proposal prior to the next BMERC meeting.</p>


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Date Tabled	Standing Items	Referred to	Action
June 11, 2020	<p><b>BMERC Referral: Provincial Overtime Protocol</b></p> <p>OPSEU advised that there are concerns with the interpretation of the POP agreement.</p> <p>The Employer advised on Dec. 6<sup>th</sup> that this matter is specific to SolGen and should be raised at the MERC level.</p> <p>Parties were provided with a copy of the YJ POP for reference.</p> <p>OPSEU has requested to have a further discussion on the matter as there are still interpretation concerns on calendar days with the SolGen POP.</p>	<b>Employer</b>	<p>Parties agree to refer the matter to Arbitrator Brian Sheehan.</p> <p>Remove from BMERC agenda.</p>
June 11, 2020	<b>BMERC Referral: WDHP Process</b>	<b>Employer</b>	No Updates.
June 11, 2020	<b>Attendance Management Program</b>	<b>Employer</b>	No Updates.

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Date Tabled	Standing Items	Referred to	Action
June 11, 2020	BMERC File Review	Employer and OPSEU	Deferred.

**Next Meeting:** October 14 ,2020 – 10:00am-1:00pm

For the Union:   
Date: August 26, 2020

For the Employer:   
Date: August 26, 2020