

Ministry Employee Relations Committee (MERC) MEETING

In Attendance

For the Union	For the Employer	Guests	Regrets
Sophia Ambrose, Communications Officer, Student Financial Assistance Branch (OPSEU Co-Chair) Glenna Caldwell, OPSEU Negotiator Nathan Kumaru, Compliance Officer, AELSD, MCU	*Maria Mellas, (Management Co-Chair) Kara Smith, Manager, Strategic Business Unit Katie Baragar, Employee Relations Advisor, Employee Relations Branch		

* Indicates Chair of Meeting

Date Tabled	Standing Items	Referred to	Action
March 10, 2020 June 9, 2020	Redeployment	The Employer	No action.

Date Tabled	Standing Items	Referred to	Action
<p>March 10, 2020 June 9, 2020</p>	<p>Seniority List, Seasonal List, Fixed Term List, TEI Statistics</p> <p>All lists were provided in advance of MERC.</p> <p>All lists to be provided quarterly, in advance of MERC meetings, unless there is an identified need to review the list outside of these timelines.</p> <p>There continues to be an ongoing review of the fixed-term list for conversion purposes.</p> <p>TEI applications continue to be reviewed. Current stats for TEI include the former MTCU staff structure. As of May 31, 2020 current stats show 219 applications submitted and 200 applications approved.</p>	<p>The Employer</p>	<p>No action.</p>
<p>March 10, 2020 June 9, 2020</p>	<p>Indigenous Education</p> <p>Employer continues to implement cultural training across the province. Target completion date across OPS is 2021.</p>	<p>The Employer</p>	<p>Employer to provide quarterly updates.</p>
<p>March 10, 2020 June 9, 2020</p>	<p>Training and Development – Mandatory Training, Learning and Development</p> <p>The Union inquired if there was any mandatory or new training required for staff.</p> <p>The Employer advised that there is currently no mandatory training required for staff.</p>	<p>The Employer</p>	<p>No action.</p>

Date Tabled	Standing Items	Referred to	Action
March 10, 2020 June 9, 2020	COVID-19 The Parties engaged in discussions surrounding COVID-19. The Employer advised that the Gradual Reopening Of the Workplace (GROW) committee has been discussing the return to the workplace, however no specific plans or dates have been identified at this time.	The Employer	The Employer will provide updates as they become available.

Date Tabled	Business Arising	Referred to	Action
March 10, 2020 June 9, 2020	Seasonal Positions OPSEU has raised concerns related to the nature of seasonal positions within the Ministry. The Employer has indicated that due to the state of emergency related to COVID-19 no review has taken place to date.	The Employer	The Employer will provide an update once a review has been initiated.

Date Tabled	Standing Items	Referred to	Action
<p>March 10, 2020 June 9, 2020</p>	<p>Compliance Officer Position</p> <p>The Union raised additional questions regarding the retroactivity date for the re-classification.</p> <p>The Employer advised that the retroactive date of re-classification has been implemented as a result of pay directives.</p>	<p>The Employer</p>	<p>The Parties will discuss any particulars related to this item offline as they arise.</p>
<p>March 10, 2020 June 9, 2020</p>	<p>LERC Participation</p> <p>The Union is in the process of creating a local ERC in the Toronto office.</p> <p>Nathan Kamaru has been identified as the OPSEU co-chair, however a management co-chair has not yet been identified.</p> <p>The parties will look for additional members to join the LERC.</p>	<p>The Employer</p>	<p>The Parties will notify each other once additional members have been identified.</p>
<p>March 10, 2020 June 9, 2020</p>	<p>Multi-Year Plan</p> <p>The Union inquired regarding the status of current and previous MYP.</p> <p>The Employer advised that the budget has not yet been released and there are currently no updates.</p>	<p>The Employer</p>	<p>The Employer will provide updates as they become available.</p>


Date Tabled	Standing Items	Referred to	Action
March 10, 2020 June 9, 2020	<p>Travel Policy</p> <p>The Union would like an explanation of what is considered a “reasonable” gratuity.</p> <p>Additionally, OPSEU would like clarification on whether this gratuity should be applied to pre or post tax amounts.</p>	The Employer	The Employer to provide an update at the next MERC meeting.

Date Tabled	New Business	Referred to	Action
March 10, 2020 June 9, 2020	<p>Re-evaluation of User Acceptance Test</p> <p>Referred from March meeting.</p> <p>Management agreed to review job spec, as requested by staff. Review has been ongoing since approximately March. Staff have met with manager and director to provide input and feedback. Have now agreed on updated language for the spec. Has now been sent for job evaluation (May) and are currently awaiting classification results.</p>	The Employer	<p>Management will provide update once job description review has been completed.</p> <p>Item to be removed once completed.</p>
March 10, 2020 June 9, 2020	<p>Meeting Dates for 2020</p> <p>Next meeting dates are September 29, 2020 and December 15, 2020. Meeting location will be determined closer to the date.</p>	The Employer	Remove from Agenda.
June 9, 2020	Workload Issues	The Employer	Remove from Agenda.

Date Tabled	New Business	Referred to	Action
	<p>OPSEU has been informed that Compliance Officers are assisting with additional tasks in the Program Delivery area of the branch. OPSEU is inquiring into the temporary/permanent nature of this.</p> <p>Employer advised that this is a temporary measure that has been implemented during COVID-19.</p>		
June 9, 2020	<p>Backfilling Positions</p> <p>OPSEU raised concerns about leaving a Compliance Officer position vacant while that individual is acting out on assignment.</p> <p>The Employer advised that the position will remain vacant until the individual returns to their home position.</p>	The Employer	Remove from Agenda.
June 9, 2020	<p>Continuity of Operations Plan (COOP) and Pandemic Plan</p> <p>OPSEU requested a copy of the Ministries COOP and Pandemic Plan.</p>		The Employer will look into this and provide an update as it becomes available.

Next Meeting Date Scheduled for: September 29, 2020

For the Union:



Sophia Ambrose

Date: June 25, 2020

For the Employer:



Maria Mellas

Date: 23 June 2020

