

Ministry Employee Relations Committee - Unified

Ministry of the Solicitor General

Minutes

Friday, March 27, 2020
via teleconference

Attendees

For the Union

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

For the Ministry

- Troy Fernandes (Co-chair)
- Kevin Sawicki
- Bart Nowak

Resources

- David Marincola, Employee Relations Advisor, Bargaining and Compensation

Note Taker

- Lise Ledoux, Employee Relations Committee Coordinator

Previous Business

1. **IT Consultants** – Employer responded to the Union on December 6th. Union requesting that the number of IT consultants being hired on contract versus bargaining employees be shared on a quarterly basis.

Action: Employer will review the Union's request and respond.

Standing Items

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

- 2. Conversion List/Unclassified Employees** – list as of February 28th was shared with the Union. Union requesting status on some individuals on the list.

Action: Employer will respond to the Union.

- 3. Recent Disclosures** – report from November 30th to March 20th shared with the Union.

- 4. Transition Exit Initiative (TEI)** – the following numbers represent TEIs for staff in SOLGEN-Unified as of January 31st since 2013:

- Approved Applications: 57
- Total Applications (excludes those applications which have been withdrawn): 145
- Approval Rate: 39%

- 5. OFMEM Workplace Review Update** – report completed and shared with staff on March 13th. Through feedback, ministry is moving away from referring to Workplace Restoration to Employee Engagement or Organizational Improvements or Continuous Improvements.

Action: Rename item to OFMEM Workplace Improvements.

- 6. LERCs** – ERC training has been cancelled until further notice. Union requested the establishment of an ERC for Animal Welfare Unified staff.

Action: Employer will review and respond.

New Business

- 1. COVID-19** – Union requested an update on who is working remotely versus in office. Employer advised that most staff are working remotely from home with no significant technological issues/concerns aside from waiting for additional VPN and smart phones that have been ordered.

Staff providing critical services that cannot be performed from home have been asked to attend work in the usual number of hours or with reduced in-office time (e.g., attend once a week). Managers are making every effort to rotate staff where it is possible.

Union is requesting that managers keep staff updated with COVID-19 activities.

Action: Update to be provided at the next meeting.

2. Animal Welfare Unit – recruitment is ongoing, worksites to be determined.

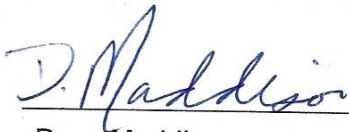
Action: Update to be provided at the next meeting.

Next Meeting

- Friday, June 12, 2020 (teleconference)


Signatures

For the Union:



Drew Maddison

For the Ministry:



Troy Fernandes