

**OPS ALL CHAIRS MEETING MINUTES**  
**February 17, 2021**

**Via Videoconference on Zoom**

**OPS Unit Staff in attendance:** Roxanne Barnes-OPS Negotiator, Mike Grimaldi-OPS Negotiator, Sandra Harper-OPS Negotiator, Rodger Noakes-OPS Negotiator, Glenna Caldwell-OPS Negotiator, Len Elliott- Supervisor OPS Negotiations, Hasnain Abid-Administrative Assistant, Raina Fernandes-Secretary

**Attendees:** Elaine Bagnall, Melanie Begin, Shawn Burr, Tracey Cribbs, Chris Eckert, Mike Fallon, Coleen Houlder, William Larose, Neil Martin, Daryl O’Grady, Siobhan O’Leary, Debbie Ponte, Lorilee Riddell-Carpenter, Ram Selvarajah, Sandra Small, Nicole Lori St. Amand, Frank Wendling, Darren Winger

**Guests:** Warren (Smokey) Thomas, Terri Szymanski, Terry Scratch

**Regrets:** Eddy Almeida, Pete Harding, Drew Maddison, Loretta Clark, Christopher Jackel, Nathan Kumaru

Agenda Item	Description	Action
<b>1. Call to Order</b>	Neil Martin called the meeting to order at 9:04 am.	
<b>2. Welcome</b>	Statement of Respect video was played in English and French. Acknowledgement of Indigenous Land was read by Elaine Bagnall.	
<b>3. Adoption of the Agenda</b>	<b>Motion to adopt the agenda.</b> Moved by Elaine Bagnall Seconded by Chris Eckert	<b>Carried</b>
<b>4. Previous Meeting Minutes</b>	<b>Motion to accept the previous meeting minutes</b> Changed Item #6 to #17 in the Adjournment Line Moved by Darren Winger with the change. Seconded by Frank Wendling	<b>Carried</b>
<b>5. Warren (Smokey) Thomas- OPSEU</b>	<b>Neil Martin introduced Smokey – President of OPSEU</b> Smokey addressed the attendees. Requested the MERC’s Collective concerns in the OPS.	Issues Report to be sent from the OPS Negotiations Unit.
<b>6. CERC Reports</b>	<b>Neil discussed CERC 2020 Plan:</b> <ul style="list-style-type: none"> <li>• Announced the Tele-Town Hall Meetings on February 22 &amp; 23, 2021 for both Corrections &amp; Unified OPS Bargaining.</li> <li>• Questionnaire &amp; gender neutral system should be available and ready to roll out by June for bargaining.</li> </ul>	

	<ul style="list-style-type: none"> <li>• Neil discussed Long-Term Care Commission and shared the following link <a href="http://www.ltccommission-commissionsld.ca">http://www.ltccommission-commissionsld.ca</a></li> <li>• Filed a policy grievance for use of Temporary positions being posted within the OPS. If you see any positions whether they are FXT or Temporary positions being posted let your Negotiator know.</li> <li>• Discussions around Re-Opening Ontario Act with multi ministries warrants a meeting with regulatory enforcement.</li> <li>• Divisionals no further discussions with the board or Smokey – board passed a motion last year that all these meetings are on hold for now.</li> <li>• Bargaining will happen this year.</li> <li>• COVID notifications – incident notifications- MERCs should be getting them as a disclosure.</li> <li>• OCAA Ontario Crown Attorneys Association – filed a grievance on contact tracing complaint in regards to details of tracing of where and who is affected.</li> <li>• OPSEU/SEFPO Diversity and Inclusion Review of the Collective Agreement Overview for addressing systemic racism, general inclusion and diversity.</li> <li>• Fair hiring practices – Linked In Social Media.</li> <li>• Pay Equity Update – continues to have difficulties and challenges with Classifications.</li> </ul>	
<p><b>7. MERC Chair Reports</b></p>	<p>All MERC Chairs gave their reports.</p>	
<p><b>8. Bargaining</b></p>	<p>Update on status of planning given by Len Elliott.</p> <ul style="list-style-type: none"> <li>• Unified OPS Bargaining Procedures 18.6 A reviewed.</li> <li>• Appendix at the back is an overview of timelines.</li> <li>• May 15, 2021 OPS Regional Bargaining Conference.</li> <li>• May 29, 2021 OPS Central Bargaining Conference.</li> <li>• Both meetings will most likely be virtual.</li> <li>• Corrections will be bargaining at the same time.</li> <li>• 2 bargaining emails as follows; <a href="mailto:CorrectionsOPSBargaining2021@opseu.org">CorrectionsOPSBargaining2021@opseu.org</a> <a href="mailto:UnifiedOPSBargaining2021@opseu.org">UnifiedOPSBargaining2021@opseu.org</a></li> <li>• Demand Set has been built and your input taken.</li> <li>• Will continue to bargain despite Bill 124.</li> <li>• Eric O'Brien from Legal will address Bill 124 on the upcoming OPS Bargaining Tele-Town Halls.</li> <li>• Breakdown of the 15 members to be elected on the Bargaining Team 18.6A - 2.4.4.</li> <li>• Appendix 1 – Bargaining Timelines</li> <li>• Around March 19 – Call Out for Regional Bargaining</li> </ul>	

	<p>Meetings. Local Presidents should start scheduling Regional Bargaining Meetings from now for March as it will be announced in the Tele-Town Halls this will give one month's notice.</p> <ul style="list-style-type: none"> <li>• Locals will provide top 10 demands.</li> <li>• 3.4.4 – Agenda for Regional Bargaining Conference</li> <li>• Data on the Spot will be used for voting.</li> <li>• Virtual Meetings do run smoothly but requires patience. Status – alternates, delegates are with the member's name.</li> <li>• Central Bargaining Conference 3.5.2 reviewed.</li> <li>• Emergency Essential Services EES Teams</li> <li>• Neil requested a training session for Local Presidents for ESS procedures. To be discussed further.</li> <li>• Notice to Bargain on October 1, 2021.</li> </ul>	
<p><b>9. MERC Chair Reports continued</b></p>	<p>All MERC Chairs continued to give their reports.</p>	
<p><b>10. Health &amp; Safety</b></p>	<p>Presentation given by Terri Szymanski, Health and Safety Officer</p> <ul style="list-style-type: none"> <li>• Rapid Antigen testing for COVID - it takes 15 minutes for results to come back but it does not replace screening.</li> <li>• OHCOW Occupational Health Clinics for Ontario Workers has been researching transmission including aerosol. <a href="https://www.ohcow.on.ca/covid-19.html">https://www.ohcow.on.ca/covid-19.html</a></li> <li>• Ventilation checklist <a href="https://www.ohcow.on.ca/">https://www.ohcow.on.ca/</a></li> <li>• Air on the side of caution video about PPE by OHCOW. <a href="https://www.youtube.com/watch?v=zuvcO4HJ9Jc&amp;t=3s">https://www.youtube.com/watch?v=zuvcO4HJ9Jc&amp;t=3s</a></li> <li>• Occupational Health &amp; Safety versus Public Health Strategies.</li> <li>• Now more than ever recommendations from JHSCs Joint Health &amp; Safety Committee Reps matters. Know the minimum in the law, directives and guidance.</li> <li>• Sample recommendations are given by code on the OHCOW website. The risk tool is very helpful in writing recommendations.</li> <li>• Power Point Presentation was emailed to all the participants in the meeting.</li> </ul>	
<p><b>11. WSIB</b></p>	<p>Presentation given by Terry Scratch.</p> <ul style="list-style-type: none"> <li>• Incident Exposure Form lets WSIB know that there was a positive test at work. Form 6 should be filled out. The forms have to be faxed in to WSIB.</li> </ul>	

	<a href="https://www.wsib.ca/sites/default/files/2019-02/3958a_07_16_fs.pdf">https://www.wsib.ca/sites/default/files/2019-02/3958a_07_16_fs.pdf</a> <ul style="list-style-type: none"> <li>• All Forms filled out forces employer to take responsibility.</li> <li>• Forms should be sent to JHSC and to the Union.</li> <li>• Workplace injuries must be reported to the bargaining agent.</li> </ul>	
<b>12. MERC Chair Reports continued</b>	All MERC Chairs continued to give their reports.	
<b>13. Final Remarks</b>	Neil thanked all participants on the call.	
<b>14. Adjournment</b>	Adjournment was called at 4:45 pm.	

*Neil Martin*

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Neil Martin CERC Chair