

**OPS ALL CHAIRS MEETING MINUTES
FEBRUARY 19 & 20, 2020**

OPSEU Head Office

OPS Unit Staff in attendance: Roxanne Barnes-OPS Negotiator, Mike Grimaldi-A/OPS Negotiator, Sandra Harper-OPS Negotiator (via teleconference), Len Elliott Supervisor OPS Negotiations, Hasnain Abid-Administrative Assistant, Raina Fernandes-Secretary, Lisa Evans-50/50 Clerk

Attendees: Sophia Ambrose, Elaine Bagnall, Melanie Begin, Shawn Burr, Karen Clark, Tracey Cribbs, Chris Eckert, Peter Harding, William Larose, Drew Madison, Neil Martin, Daryl O’Grady, Sylvie Oulton, Debbie Ponte, Robert Sjonnesen, Sandra Small, Nicole Lori St. Amand, Frank Wendling, Darren Winger

Guests: Cheri Hearty, Robin Lostracco, Marjorie Nelson

Regrets: Chris Jackel, Glenna Caldwell-A/OPS Negotiator, Kathleen Demareski-OPS Negotiator

Agenda Item	Description	Action
<u>Day 1:</u> 1. Call to Order	Neil Martin called the meeting to order at 9:10 am.	
2. Welcome	All attendees were welcomed and introduced by the Central Employee Relations Committee (CERC) Chair Neil Martin. Statement of Respect video was played in English and French. Acknowledgement of Indigenous Land was read by Elaine Bagnall.	
3. Adoption of the Agenda	Motion to adopt the agenda. No additions and deletions to agenda.	Carried
4. Previous Meeting Minutes	Motion to accept the previous meeting minutes Moved by Chris Eckert Seconded by Debbie Ponte	Carried
5. CERC Reports	Neil discussed CERC 2020 Plan: <ul style="list-style-type: none"> • Process of Targeted Direct Assignment (TDA) the agreement is lacking in process and MERC involvement is necessary in the transformation. • The Re-skilling committee will create the plan to re-employ those members whose work will disappear. All ministries are at risk as everything is going electronic and 1-800 phone lines are being created for everything. 	Neil, Will, Roxanne and Len will be meeting with the employer.

	<ul style="list-style-type: none"> • Disclosures are being distributed to MERCs but sometimes the ministry that it relates to is obscure because it effects other ministries as well, and it gets missed or is sent last minute to any other ministry that it effects. Merging ISS and OSS disclosure requires the help of the CERC. Corporate TBS disclosures are not on the CERC agenda and should be the decision of the MERCs, you need to have a network in place and speak to the negotiator. 	<p>Made a suggestion that the CERC should come to the MERC Meetings so that we could be on the same page when meeting with the employer.</p>
<p>6. Appendix 7</p>	<p>Presentation given by Will Larose</p> <ul style="list-style-type: none"> • CERC negotiated how special cases will be handled in the next round of bargaining. • New terms of reference moves the responsibility to the MERC Teams regarding the Job Position Description which have to be accurate, the more information that is provided the better. • Ministries have little to do with changing Classifications. Previously everything was bundled, and the decisions of re-submissions and next steps are in process. 	
<p>7. CERC Reports continued</p>	<p>Pay Equity Report presented by Daryl O’Grady</p> <ul style="list-style-type: none"> • Info Session on Pay Equity attended by most MERCs • Project timelines for section 7 GNC’s (Gender Neutral Comparison) & PIQ surveys. Members were chosen based on area and classification as work may differ in certain regions. Management needs to get more involved to allow employees to participate in these info sessions. Support the members by a call out to the local presidents to help with speaking to the managers to arrange time off to attend these sessions. • Pay Equity is about making sure that women are getting paid properly but we need male comparators. Regional representation required, management involvement, and encouraging and supporting the members is required. Managements’ role is to see what the process is so that they could understand what is required from the members. • We don’t want this going into bargaining, bargaining needs to be separate so we are trying to stick with these timelines. These are separate processes. Pay equity compliance is a separate issue from bargaining because there is legislation. Regular 	<p>Daryl asked the MERCs to assist to complete the PIQ’s and GNC’s comparison as they know the work in each classifications</p>

	<p>updates will be posted to the website as there is an OPS Pay Equity section now.</p> <ul style="list-style-type: none"> • Tab 6 – OPS Workforce facts -Quarterly Report – there are more Fixed-Term Caseworkers which is usually a full time position. We can file grievances and convert it. They have the right to manage poorly. They are amalgamating management groups, and hiding behind operational needs by hiring fixed terms. • WDHP policies being grieved and employer’s failing to act. These situations are terribly disruptive and creates deep scars in our workplaces. There has to be action taken, and admitting that they are wrong. Maybe they don’t have the number of resources to manage the complaint. 	<p>Appendix 15 – parties will discuss ways to reduce fixed terms.</p> <p>Suggest union committees so that there is support & the situation doesn’t get out of hand.</p>
<p>8. Presentation</p>	<p>Accommodations Training: Mental health/ Disability/Family Status presented by Marjorie Nelson & Mona Namour</p> <p>Topics Discussed:</p> <ul style="list-style-type: none"> • Problems facing Family Status and the duty to accommodate. Know the laws in Ontario. • OPSEU does accommodation for members attending events and not workplace accommodations. • Work schedule could change if you require assistance. Speak to your Union Rep for help. • Educating management is an important factor. • Course suggestions for the OPS are 1) Mental Health First Aid and also 2) Mental Health & the Duty to Accommodate - 3 hour courses. • Under Human Rights Code we have a duty to accommodate. • Mental Health issues are not being taken seriously by the employer. Lack of knowledge and communication is part of the problem. Once a grievance is filed than you keep the pressure on the employer and then it is up to the employer to respond accordingly. • Disability Accommodation Specialists. • Family Status should be backed with solid reasons, ask for staff rep or grievance help. For employers it is immediate family, but if you could show caregiver status, then you have a case. 	<p>Ask regional EBM’s to do the Duty to Accommodate course at each region.</p>
<p>9. Eddy Almeida 1st VP OPSEU</p>	<p>Neil Martin introduced Eddy Almeida Eddy addressed the attendees.</p>	

<p>10. Presentation</p>	<p>By-Laws/Resolutions/Constitutional Amendments (Mike Grimaldi)</p> <ul style="list-style-type: none"> • Constitution 21.1.3 • Problem with not having by-laws is the conflict of words and when a major crisis happens there is less confusion with the by-laws in place. Important that each MERC Team should create by-laws for their ministries. • Terms of reference & bylaws are two separate documents. • MERC Team can change the terms of reference with the employer. • Draft bylaws at the Divisionals if possible. 	
<p>11. Bargaining Procedures</p>	<p>Bargaining Procedures review and discussion</p> <ul style="list-style-type: none"> • Bargaining better Contracts – 3 main phases of the bargaining cycle Enforcement, Negotiation and Demand Settings. <p>Motion # 1 To extend the length of time that a member is required to be on a committee refer to 2.4.3 or steward to 2 years instead of six months.</p> <p>Moved by Neil Martin Seconded by Debbie Ponte Amendment to motion Will Larose proposed an amendment to the motion that an FXT member remain at 6 months. CARRIED</p> <p>Amended Motion to extend the length of time that a member is required to be on a committee refer to 2.4.3 or steward to 2 years instead of six months with the exception of FXT members to remain at 6 months. DEFEATED</p> <p>Motion # 2 To amend Section 2.4.4 of OPS Bargaining Procedures is amended by decreasing the size of the team to 9 members by eliminating:</p> <ul style="list-style-type: none"> • one member elected to represent each of these categories: Institutional and Health Care; and Technical/Operational/Maintenance; • two members elected to represent each of these categories: Administrative and Office Administration; 	

Section 2.4.4 is further amended by including the election of functional category group reps for each region which shall become members of a regional committee to act as resources for the elected Regional Representative.

Moved by Will Larose
Seconded by Shawn Burr
All in favour:

CARRIED

Rationale: Fair bit of discussion regarding size & composition of teams and too many opinions can backfire and can still get representation with a smaller team. The process will be more manageable. Bargaining will be a little easier with less people.

Motion # 3

Motion to amend 2.7.5 to indicate the following:

Unless otherwise directed by the Chair of the bargaining team, ERC's shall continue to meet with the employer once Notice to Bargain has been sent by either party. Any agreements reached at an ERC meeting during bargaining must be sent to the bargaining team for approval before being signed. Notwithstanding this provision, the President of OPSEU has the authority to direct ERCs not to meet.

Moved by Will Larose
Seconded by Drew Maddison
All in favour:

CARRIED

Unanimously

Motion #4

Section 3.4.4 be amended to reflect changes created as a result of approved amendment for section 2.4.4.

Moved by: Will Larose
Seconded by: Neil Martin
All in favour:

CARRIED

Motion # 5

Section 3.5.6 be amended to reflect the changes created as a result of approved amendment for section 2.4.4.

Moved by: Neil Martin
Seconded by: Daryl O'Grady
All in favour:

CARRIED

12. Adjournment	Adjournment was called at 4:55 pm.	
Day 2: 13. Call to Order	Neil Martin called the meeting to order at 9:05 am.	
14. CERC Summary	Summary of day one reports. <ul style="list-style-type: none"> • Language of Unified & Corrections Collective Agreements • FXT's hours and seniority • JBRIC configuration • No decisions are made alone at CERC without MERC's involvement. 	
15. MERC Chair Reports	All MERC Chairs gave their reports.	
16. Warren (Smokey) Thomas- OPSEU	Neil Martin introduced Smokey – President of OPSEU Smokey addressed the attendees.	
17. MERC Chair Reports Continued	MERC Chairs continued giving their reports.	
18. Presentation	Policy Grievances Training (Robin Lostracco) Presentation was distributed by email to all MERCs	
19. Presentation	JIBRIC Training (Cheri Hearty) Overview of JBRIC provided by Cheri Hearty	
20. CERC Wrap Up	CERC Team concluded	
21. Adjournment	Adjournment was called at 3:45 pm.	

Neil Martin

Neil Martin CERC Chair