

OPS ALL CHAIRS MEETING MINUTES

February 20 & 21, 2019

February 20 (12:00 pm - 5:00 pm) & February 21 (9:00 am - 4:00 pm)

OPSEU HEAD OFFICE

Head Table: Neil Martin-MOL/CERC, Will Larose-MTO/CERC, Haran Thurairasah-MEDJCT/CERC Gord Longhi-Supervisor OPS Negotiations, and Roxanne Barnes-Negotiator, Raina Fernandes-Secretary and Jaysun Knight-A/ 50/50 Clerk

Attendees: Chris Eckert-OCWA, Michael Fallon-MCCSS YJ, Bob Sjonnesen-MENDM, Darren Winger-MTCS, Melanie Begin-OMAFRA, Elaine Bagnall-MNRF, Nicole St.Amand-MCCSS, Debbie Ponte-MGCS, Daryl O'Grady-EDU, Tracey Cribbs-MOF, Drew Maddison-MCSCS Community Safety, Shawn Burr-MECP, Tina Stevens-MAG, Frank Wendling-MOHLTC, Sophia Ambrose-MTCU, Sandra Harper- Negotiator, and Chris Jackel-MCSCS

Guests: Ayla Davey-Pay Equity Negotiator, Michelle Langlois-Campaigns Officer, Warren (Smokey) Thomas-President and Eduardo (Eddy) Almeida -1st Vice President

Regrets: Glenna Caldwell-MCCSS YJ and Lorilee Riddell-Carpenter-MMAH

Agenda Item	Description	Action
1. Day 1- Call to Order 1:07 pm	Neil Martin called the meeting to order.	
2. Welcome – 1:08 pm	All attendees were welcomed by the Central Employee Relations Committee (CERC) Chair Neil Martin, and introduced themselves. Statement of Respect was read by Neil Martin in English. It was also read in French by Melanie Begin. Acknowledgement of Indigenous Land was read by Tina Stevens.	

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<p>3. Adoption of Agenda</p>	<p>Adoption of the Agenda was moved by: Neil Martin and seconded by: Tina Stevens - CARRIED</p>	
<p>4. Previous Meeting Minutes</p>	<p>September Minutes were discussed and amendments were made. Motion to accept the amended minutes Moved by: Tina Stevens Seconded by: Chris Eckert-CARRIED</p>	
<p>5. Going Paperless</p>	<p>Neil Martin addressed going paperless and if there were any issues using the USB sticks going forward for the All Chair Meetings. No issues.</p>	
<p>6. CERC Update</p>	<p>Neil Martin gave a CERC update on the following topics;</p> <ul style="list-style-type: none"> • Appendix 51 Quality of Public Services was read and reviewed and is a standing item on the CERC agenda. • The CERC Report was given for the following: Isolation Pay, Disclosure Issues, Security Checks including Employment Screening Risk Assessment (ESRA) Tool, Canadian Police Information Check (CPIC) & Criminal Records and Judicial Matters Check (CRJMC) these processes should be reviewed by Ministry Employee Relations Committee (MERC) Teams in their meetings. <p>Haran Thurairasah gave an update on the Queen's Park Restructuring Project (QPRP)</p> <ul style="list-style-type: none"> • QPRP is delayed for 438 Queen St. The target date is end of April and the details will be provided in a Disclosure. Ministries affected are Ministry of Attorney General (MAG), Ministry of Education (EDU), Ministry of Environment Conservation and Parks (MECP), Ministry of Tourism 	

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	Culture & Sport (MTCS), and Ministry of Training Colleges & Universities (MTCU).	
7. Appendix 7	<ul style="list-style-type: none"> • Neil Martin gave an Appendix 7 update on Holiday Pay, Employment Screening Risk Assessment (ESRA), Lean projects and Hiring & Expenditure Freezes. 	
8. Pay Equity	<p>Ayla Davey gave a Power Point Presentation to review the Ontario Public Service (OPS) Unified Job Evaluation (JE) / Pay Equity (PE) Project with an overview of Pay Equity including;</p> <ul style="list-style-type: none"> • Purpose of the Project • History of the Classification System • Roles & Responsibilities Appendix 34 Collective Agreement (CA) • Terms of Reference-Joint Steering Committee (JSC), Joint Working Group(JWG) Members and Class Standards • MERCs involvement is an integral part of the project. <p>Power Point link of Presentation ..\Power Point\2019-02-21 - OPS All Chairs PE Update - FINAL.pptx</p>	
9. Group Activity-Tips for MERCs	All Chairs separated into smaller groups and shared tips for making their MERC Teams stronger and then reconvened into a larger discussion to review all the ideas.	

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10. Divisional By-laws	Made revisions with live track changes to the By-Laws <ul style="list-style-type: none"> • Article 2 Removed the “Divisional Delegate” definition • Article 5 2.a) Removed semicolon after Union 	
11. Adjournment 5:07pm	Motion to Adjourn Moved by: Will Larose Seconded by: Bob Sjonnesen. Carried.	
12. Day 2- Call to Order 9:03 am	Neil Martin called the meeting to order.	
13. CERC Plans for 019-2020	Neil Martin discussed the following topics; <ul style="list-style-type: none"> • Updating contact lists for each Local with the highest ranking or Local Presidents (LP) and then working down the Local Executive Committee (LEC) Team. The OPSEU website has LP Lists and Section 17 of the Policy Manual provides contact information for LEC. • CERC draft plan for 2019-2020 was reviewed. • Shop OPSEU Merchandise for Locals with Ministry specific logos on items like hoodies, mugs, etc.... • Getting active through social media & CERC Facebook page for MERC Teams. • OPS Handbook will be launched soon with limited copies available in hard copy. 	MERC Team to send email to staff requesting highest ranking lists for each Local for mapping purposes.

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14. CERC Referrals	Neil Martin explained when & how to make a CERC Referral and advised that disputes can be taken to your deputy minister for resolution. Discussions took place regarding success and other results from Chairs going to their deputy minister. Create a potential relationship with the deputy minister.	
15. Policies & Procedures	Neil introduced Gord Longhi the new Acting A/Supervisor of the OPS Negotiations Unit at OPSEU. To streamline the business with MERCs and stay within the budget Gord reviewed the policies, procedures and approval process. Approval requests should first go to the Negotiator, then Gord, then higher up as necessary and not the other way. Cell & internet expenses cannot be done through the portal must be submitted on a claim form and sent to claims@opseu.org . Any out of the ordinary expenses (extra hotel nights, telematics devices, flights, etc....) requires approval. Stay within the budget, if the terms of reference is 4 meetings per year than stay within that budget.	An instructional package for submitting expenses for the MERCs was requested. Support staff will provide this at the next meeting.
16. MERC/CERC	Roxanne Barnes reviewed the communication packages between MERC & CERC.	
17. Divisional By- Laws (continued)	Discussions on By-laws continued, amendments were made. Motion to approve By-laws Moved by: Haran Thurairasah & Seconded by: Elaine Bagnall. Carried.	CERC to send By-Laws for approval.

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18. TEI's	There has been 282 more applications in Transition Exit Initiative (TEI's) between December & January.	CERC to share TEI stats monthly.																		
19. President / 1 st VP remarks	<p>President Smokey Thomas and 1st Vice President Eddy Almeida spoke to the All Chairs. Discussed the following topics;</p> <ul style="list-style-type: none"> • Hiring freezes & cuts in the OPS • Federal & Provincial Budgets • Privatization • Ford fight back fund • Educational Table at Convention for the OPS • Rules of the Canadian Labour Congress (CLC) need to change. 																			
20. Constitutional Amendments	<p>Motion on the MERC and Sector Chairs by automatic delegates to convention was presented by Drew Maddison and discussions were held. Motion to submit the Constitutional Amendment to Convention Moved by: Drew Maddison Seconded by: Tina Stevens Carried</p>	<p>MERC Chairs to submit Constitutional Amendments to their MERC teams to pass to submit to convention. CERC to also submit to Convention.</p>																		
21. JESS Elections	<p>Sandra Harper explained the Joint Employment Stability Subcommittee (JESS). Elections took place.</p> <table border="0"> <thead> <tr> <th><u>Nominator</u></th> <th><u>Nominee</u></th> <th><u>Result</u></th> </tr> </thead> <tbody> <tr> <td>Haran Thurairasah</td> <td>Elaine Bagnall</td> <td>Stand</td> </tr> <tr> <td>Bob Sjonnesen</td> <td>Glenna Caldwell</td> <td>Stand Proxy letter attached</td> </tr> <tr> <th colspan="3"><u>Alternates</u></th> </tr> <tr> <td>Neil Martin</td> <td>Tracey Cribbs</td> <td>Stand</td> </tr> <tr> <td>Haran Thurairasah</td> <td>Debbie Ponte</td> <td>Stand</td> </tr> </tbody> </table>	<u>Nominator</u>	<u>Nominee</u>	<u>Result</u>	Haran Thurairasah	Elaine Bagnall	Stand	Bob Sjonnesen	Glenna Caldwell	Stand Proxy letter attached	<u>Alternates</u>			Neil Martin	Tracey Cribbs	Stand	Haran Thurairasah	Debbie Ponte	Stand	
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	Motion to destroy ballots. Motion accepted.	
22. Other Business	Discussed Telework Agreements and Infrastructure Ontario is leading the way. Alternate Work Arrangements (AWA's) in the Collective Agreement allows Special Investigations Unit (SIU) folks to have 1 day to work from home. Labour Inspectors reviewed the telework agreements and concerns. TEI's are not an entitlement, there are no rights under the CA, and it is exclusively up to the employer to decide. If there is an accommodation or discrimination issue then there is a grievance case for a TEI, otherwise a no is just the process.	
23. Adjournment (3:30 pm)	Motion to Adjourn Moved by: Chris Jackel Seconded by: Tina Stevens. Carried.	



Neil Martin
CERC Chair