

## OPS ALL CHAIRS MEETING MINUTES

November 27-28, 2017

9:30 am-5:30pm

**Delta Hotel – Toronto D**

In attendance (head table): Janis Pechinger, Tim Elphick, Mickey Riccardi, Twila Marston, Ron Elliot and Roxanne Barnes  
Also in attendance: Chris Eckert-OCWA, Monte Vieselmeyer-MCSCS, Bob Sjonnesen-MNDM, Haran Thuraiarah-MEDEI, Darren Winger-MCIIT, Glenna Caldwell-MCYS, Melanie Begin-OMAFRA, Elaine Bagnall-MNRF, Cindy Kraakman-MCSS, Debbie Ponte-MGCS, Daryl O’Grady-MEDU, Dave Bissoon-MOF, Will Larose, MTO, Drew Maddison-MCSCS Community Safety, Neil Martin-MOL, Cisca McInnis-MOE, John Shirk-TBS, Cindy Forsyth-Negotiator, Sandra Harper-Negotiator, Raina Fernandes-Secretary and Danielle Lynch-Administrative Assistant.

Regrets: Frank Wendling-MOHLTC

Agenda Item	Description	Action
<b>1. Call to order- 9:35 am</b>	<ul style="list-style-type: none"><li>• OPS All Chairs Meeting</li></ul>	
<b>2. Welcome- 9:39am</b>	<ul style="list-style-type: none"><li>• All attendees were welcomed by CERC chair Mickey Riccardi.</li><li>• Statement of respect was read by Janis Pechinger. It was also read in French by Melanie Begin.</li><li>• Adoption of the agenda was moved by: Elaine Bagnall and seconded by: Chris Eckert-CARRIED.</li><li>• Opening remarks by Ron Elliott, Administrator. Smokey and Eddy send their regrets. General updates were given regarding: new positions in</li></ul>	

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	<p>MAG, CAAT-A, MTO positions, and a brief Corrections Bargaining.</p> <ul style="list-style-type: none"> <li>• Motion to approve the January 2017 All Chairs minutes was moved by Haran Thurairasah and seconded by Glenna Caldwell-CARRIED</li> <li>• CERC report given by the chair Mickey Riccardi on the following: ASMP, contract interpretation issues, EFAP, social assistant modernization, basic income pilot, OSS blueprint, digital government and temp staff.</li> </ul>	
<p><b>3. Employee Family Assistance Program</b></p>	<ul style="list-style-type: none"> <li>• Jo-Anne Ramos-Williams gave her presentation on EFAP and what is available to OPS members.</li> </ul>	<ul style="list-style-type: none"> <li>• Power point available by request</li> </ul>
<p><b>4. Eric O'Brien-General Counsel</b></p>	<ul style="list-style-type: none"> <li>• Gave a brief summary on inclusions.</li> </ul>	

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<b>5. Tim Elphick-CERC</b>	Tim used a power point present to discuss the list below: <ul style="list-style-type: none"> <li>• FXT report</li> <li>• Conversion report</li> <li>• Job descriptions</li> <li>• Seniority lists</li> <li>• Disclosure directive</li> </ul>	<ul style="list-style-type: none"> <li>• Power point available by request</li> </ul>
<b>6. Cindy Forsyth-Negotiator</b>	<ul style="list-style-type: none"> <li>• Gave a Joint ERC training update.</li> </ul>	<ul style="list-style-type: none"> <li>• Power point available by request</li> </ul>
<b>7. Roxanne Barnes-Negotiator</b>	<ul style="list-style-type: none"> <li>• Gave an Appendix 7 update.</li> </ul>	
<b>8. Glenna Caldwell/ Janis Pechinger</b>	<ul style="list-style-type: none"> <li>• Gave JIBRIC updates.</li> </ul>	

Agenda Item	Description	Action
<b>9. Adjournment</b>		
<b>November 28, 2017</b>	<ul style="list-style-type: none"> <li>• Call to Order.</li> <li>• Changes to the elections process were supported by the All Chairs.</li> </ul>	
<b>1. Kathy Whipple-Campaigns Officer</b>	<ul style="list-style-type: none"> <li>• Introduced the OPS campaign which will aim to engage the members by way of a contest that will encourage members to sign and submit their membership cards.</li> </ul>	
<b>2. Adrienne Liang-Legal Counsel</b>	<ul style="list-style-type: none"> <li>• Reviewed the Bill 148 legislation that will take effect January 1, 2018.</li> </ul>	<ul style="list-style-type: none"> <li>• Power point available by request</li> </ul>
<b>3. Darlene Karboni</b>	<ul style="list-style-type: none"> <li>• Discussed the Indigenous Mobilizing Team and what their initiatives are.</li> <li>• A 'Sixties Scoop' video that was filmed by OPSEU was shown.</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="https://www.youtube.com/watch?v=xZYS56Xzs-g">https://www.youtube.com/watch?v=xZYS56Xzs-g</a></li> </ul>

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<b>9. Frank Inglis-Senior Grievance Officer</b>	<ul style="list-style-type: none"> <li>Highlighted case laws were discussed and followed by a Q &amp; A.</li> </ul>	
<b>10. Twila Marston-OPS Supervisor</b>	<ul style="list-style-type: none"> <li>Twila briefly explains the use of the ERC minutes template and noted that it should be used for all MERC minutes. She also let the All Chairs know that the minutes should be taken live.</li> <li>Legislative changes were reviewed and assigned to the appropriate ministry so it can be investigated.</li> </ul>	<ul style="list-style-type: none"> <li>Document is on the USB that was given to all members</li> </ul>
<b>10. Group discussion on the OPS Collective agreement- non- monetary priorities</b>	<p>All Chairs discussed part of the collective agreement that could use stronger language or needed amendments.</p> <ul style="list-style-type: none"> <li>Article 1 UN1- Restriction clause-better recognition of our work</li> <li>Article 6- Lateral transfers</li> <li>Article 7- Pay administration</li> <li>Article 8.6.1 Temp assignments-use of direct assignments</li> <li>Article 8.6.3- Assignment after 18 months</li> <li>Article 10-work arrangements- flexible work arrangements</li> <li>Article 14- Time credits while traveling</li> <li>Article 20.3-TDA</li> <li>Article 21- Discipline and dismissal</li> <li>Article 22- Grievance procedures</li> </ul>	

Agenda Item	Description	Action
	<ul style="list-style-type: none"> <li>• Article 22.15- Disciplinary record</li> <li>• Appx 2- Number of classifications</li> <li>• Appx 7- Classification subcommittee</li> <li>• Appx 13- Waiving of relocation rights, language should be clarified</li> <li>• UN 7-Rest periods</li> <li>• Article 11- On call duty</li> <li>• Article UN 12- Requires clarification on regular meal allowance</li> <li>• Article 6.1.2.1-Posting and filling of vacancies or new positions (members being excluded from positions due to 125 km that is in place)-All Chairs agrees that rights cannot be waived</li> <li>• Mandatory professional dues- All Chairs agrees</li> <li>• Security Cameras- No policy on security cameras</li> <li>• ESA Equity</li> <li>• Article 6.1.1- Does not apply to seasonal positions</li> <li>• RPT &amp; Seasonal conversion...clearer definition of what a season should be.</li> <li>• Co-chairs be given time to perform union duties.</li> </ul>	
<p><b>11.Ajournment -</b></p>	<ul style="list-style-type: none"> <li>• All Chairs would like to have their next meeting either in the west or downtown.</li> </ul>	

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*X Mickey Riccardi*

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Mickey Riccardi

CERC Chair