

OPS ALL CHAIRS MEETING MINUTES
October 30, 2020

Via Videoconference on Zoom

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

Attendees: Sophia Ambrose, Elaine Bagnall, Melanie Begin, Shawn Burr, Loretta Clark, Tracey Cribbs, Chris Eckert, Mike Fallon, Christopher Jackel, William Larose, Neil Martin, Daryl O’Grady, Siobhan O’Leary, Debbie Ponte, Ram Selvarajah, Sandra Small, Nicole Lori St. Amand, Frank Wendling, Darren Winger.

Guests: Colleen Macleod, Marjorie Nelson, Joscelyn Ross

Regrets: Peter Harding, Lorilee Riddell-Carpenter, Drew Maddison

Agenda Item	Description	Action
1. Call to Order	Neil Martin called the meeting to order at 9:05 am.	
2. Welcome	Statement of Respect video was played in English and French. Acknowledgement of Indigenous Land was read by Sandra Sm	
3. Warren (Smokey) Thomas- OPSEU	Neil Martin introduced Smokey – President of OPSEU Smokey addressed the attendees.	
4. Eddy Almeida 1st VP OPSEU	Neil Martin introduced Eddy Almeida Eddy addressed the attendees.	
5. Previous Meeting Minutes	Motion to accept the previous meeting minutes Moved by Daren Winger Seconded by Frank Wendling	Carried
6. Adoption of the Agenda	Motion to adopt the agenda. LBED Bargaining Team Elections Presentation by Colleen Macleod (LBED Chair) moved to 1:15 pm from 11:30 am. Moved by Elaine Bagnall Seconded by Sandra Small	Carried
7. CERC Reports	Neil discussed CERC 2020 Plan: <ul style="list-style-type: none"> • Discussed COVID and implications on our work. 	

	<p>Some members negatively impacted but for the most part no major layoffs. Government came out with new tool Abiliti CBT (Cognitive Behavioral Therapy) program is part of Morneau Shepell started about a month ago and addresses all the issues with regards to COVID.</p> <ul style="list-style-type: none"> • Planning for upcoming Bargaining and Divisionals. • CERC Plan for the next 2 years got de-railed a little due to COVID. Made some headway but much more work to do. Issues that have arisen this year are all on the website landing page of OPS. • Negotiating different agreements like FXT MOA, retirees pensions, and re-skilling recently resurrected with transformation work led by government. 	
<p>8. FXT Presentation</p>	<p>Presentation given by Will Larose</p> <ul style="list-style-type: none"> • Article 8 and 31 A with Conversions & FXT Lists • Hiring Freeze makes it important to manage FXT lists. • Fixed Term members –us & employer needs to reduce the list as a whole • Article 8 – Temporary Assignments –permissive in terms of assigning to conversion • Article 31 A – FXT seasonal on-call – not permissive, clear circumstances and authorized with clear rationale conditions of conversions are met. • 18 months reached article 8 applies • Both articles use 18 months trigger • Obtaining lists – employer is required to provide these lists to the MERC and this list should be reviewed as a recommended minimum. • Direct assignments • Duration should be 15 months should and then flagged • End date should be reviewed beyond 24 month should look at grievance • ER can end a contract after 18 months and hire a new contract. If the position is available for 36 months consecutively a permanent conversion should take place. • We fight for FXT members for right entitlements to members that is why we fight for conversions – reduce size of FXT workforce. • MERC Teams should check what is being reported and minimum we must obtain data from ER. Compare the data from current report to past report-filter and compare side by side. Info on the list should include Employee name, position name, Will is going to share the requirements; Emp ID, Name, Position, Div, Branch, location, city, employee 	

	<p>status, Job Code, Job Code description, Position entry date, Current position length, previous ending, expected end date.</p> <ul style="list-style-type: none"> • At 18 months no matter what we should be asking for conversion. • Re-skilling they were going to bring a regular employee into a FXT position and should not be doing this. • Some folks prefer working FXT contracts we are gaurdians of our CA but we want regular Full Time positions and defend the CA. 	
<p>9. MERC Chair Reports</p>	<p>All MERC Chairs gave their reports.</p>	
<p>10. Presentation</p>	<p>LBED Bargaining team elections – Presentation given by Colleen Macleod (LBED Chair)</p> <ul style="list-style-type: none"> • Roxanne & Neil observed the LBED elections via teleconference. Minor tech issues which were resolved quickly • Data on the spot had a full tile view with everyone on video, test run vote on their credentials the day before. Wi-Fi dropped at one point so recommendation for hard wire. Not everyone has same internet speed, so videos were submitted in advance for viewing. Log in was great and members were put in waiting room. Timer on the screen. Members were impressed on how efficient the voting process went. In the past it took all day for elections only went over by 20 minutes in the meeting. Elections went smoothly, breakout rooms were spotty because had to make sure folks were in the right rooms. Main room stayed open during the breakouts. Survey Monkey went to all participants to give us their feedback. Skeptical at first regarding online voting but there were PIN #'s given and felt very secure with data on the spot. You had to be identified in that waiting room. Support staff had to verify credentials by asking members who they were, which Local they were from, and if they were delegates, or alternates. 66 delegates and representatives were at this meeting. 	
<p>11. COVID 19 H&S Issues</p>	<p>Health & Safety presentation given by Joscelyn Ross</p> <ul style="list-style-type: none"> • 52 -2 Notice of Occupational Illness versus WSIB 	

	<p>This has nothing to do with illness /sickness / accident occurring at the workplace and the industrial regulations include the office building.</p> <ul style="list-style-type: none"> • Resources to prevent COVID-19 in the workplace. Google search “COVID 19-In the Workplace” and you can find the document. • COVID-19 Screening Tool for Workplaces mandated by the Chief medical officer of health. • Passive screening versus active screening. • New rules for active screening requires some sort of interaction with someone who tested positive. • In some cases the employer is stating that the person got it from external exposure so rejecting WSIB. • Joscelyn shared website information regarding this H&S Legislation on the chat; https://www.ontario.ca/laws/regulation/200364 • Enforcement of rules in the workplace are essential for making the workplace safe. • Neil shared the following resources; https://www.ontario.ca/page/resources-prevent-covid-19-workplace <p>http://www.health.gov.on.ca/en/pro/programs/public_health/coronavirus/docs/workplace_screening_tool_guidance.pdf</p>	
<p>12. Bargaining</p>	<p>Update on status of planning given by Len Elliott.</p> <ul style="list-style-type: none"> • 18.6 Bargaining Procedures – OPS Bargaining Timelines Reviewed and the dates are still tentative. • Some changes to the procedures were discussed previously to bring at Divisionals. • Bring issues from MERC Teams so we can address any concerns regarding bargaining. 	
<p>13. Collective Agreement</p>	<ul style="list-style-type: none"> • Gender neutral language without changing the meaning. • How important is it to have a new printed C/A by next year. There may be some hurdles with the timelines. • We need any changes to be in either a book format or digital. 	
<p>14. Local Time Off</p>	<p>Presentation given by Glenna Caldwell.</p>	

	<ul style="list-style-type: none"> • Approach your Locals to use the Local Time-Off Fund use the Application for Reimbursement Form. • Approach other members of the LEC to get time off needed. • Maximum is \$35 times the number of members in the local. • Time Off Costs is 7 1/4 hour day x the highest salary • OPSEU prefers the Local to pay and then they will reimburse the Local. • TARS should be up to date to get the rebate cheque. • Staff Rep can be a resource for you. • Form 206 Local Time-Off Fund can be found on website and Hasnain will email it out. 	
<p>15. Presentation</p>	<p>Anti-Black Racism – Presentation given by Marjorie Nelson. Presentation was distributed by email to all MERCs</p> <ul style="list-style-type: none"> • Equity has divided us in different ways and areas are needed to be built on in the OPS. • 4 Human Rights Officers currently working in Equity • Committee Groups are divided among the 4 officers and they provide educationals to the groups. • Tele-Town Halls have been organized for anti-black racism and 2 modules are on the website 1. Anti-black racism and 2. Indigenous racism. • Since our country is so diverse we feel there are no systemic problems. Deep rooted in the make-up of our country. Peel advocacy and Peel District school board recognized that this is a problem and willing to acknowledge system-wide issues. • OPSEU always willing to tackle systemic issues and provide any assistance that we can give. • Website under member education has various equity committees' information. • CERC has agreed to tackle systemic racism issues in the OPS. • Inclusion initiatives at CERC have been taken for black members in the OPS with facilitative discussions to highlight potential barriers. 	
<p>16. Pay Equity</p>	<p>Pay Equity and classification – Presentation given by Daryl O'Grady</p> <ul style="list-style-type: none"> • JWG (Joint Working Group) & Joint Steering Committee has been meeting once per month. • Job Class Analysis breakdown with Pay Equity Factors there are 14 factors to consider. Surveys were sent out and samples were taken from them. 	

	<ul style="list-style-type: none"> • Going back and forth with the employer and where the classification should be. • Revisions to the GNCS were made and they are creating a GNCS. • Timelines – this is a long project and will not be completed by the next bargaining. There are over 400 classifications and a lot of members will benefit from this work. • Tied to Appendix 34 which has “Classification System” as its title. Language changes, and modernization changes will impact classifications review. • There is a danger & upside with the employer and it is complicated when reviewing classifications and continue to have conversations with them. 	
17. Adjournment	Adjournment was called at 3:50 pm.	

Neil Martin

Neil Martin CERC Chair