

# OPS ALL MERC MEETING MINUTES

September 25 & 26, 2019

## OPSEU HEAD OFFICE

**Head Table:** Neil Martin-MOL/CERC, Will Larose-MTO/CERC, Daryl O’Grady-EDU/CERC, Gord Longhi-Supervisor OPS Negotiations, Roxanne Barnes- OPS Negotiator, Hasnain Abid – Administrative Assistant and Raina Fernandes-Secretary.

**Attendees:** Glenna Caldwell A/OPS Negotiator, Kathleen Demareski, MERC teams list the teams. Leslie Aiston, Sophia Ambrose, Kazi Anwar, Julius Arscott, Elaine Bagnall, Melanie Begin, Christopher Bierman, Dave Bissoon, John Bristow, Shawn Burr, Karen Clark, Loretta Clark, Rob Cox, Tracey Cribbs, Antonio Crispino, Heather Dargavel, Maria Delara, Angelune Des Lauriers, Shanika Duncan, Chris Eckert, Susan Fournier-Roy, Robert Gooch, Martin Grenier, Stacy Grieve, Samuel Hardie, Coleen Houlder, Richard Hutchinson, Chris Johnston, Cindy Kraakman, Kingsley Kwok, Ann Matyas, Spencer Mitchell, Drew Maddison, Sylvie Oulton, Gregory Paju, Debbie Ponte, Marcus Rangai, Lorilee Riddell-Carpenter, Corrine Santangelo, J.Robert Scarfo, Carla Scherle-Thompson, Helene Scott, Philip Shearer, Robert Sjonnesen, Sandra Small, Nicole Lori St Amand, Heidi Steffen-Petrie, Bonnie Sweet, Amanda Usher, Frank Wendling, Maureen Whyte, Brandon Yohnicki

**Guests:** Emily Visser – A/Education Officer, Marty McFarlane – Education Office, Michelle Langlois-Campaigns Officer, Panagiota Panagakos – A/Education Office (MDT), Ayla Davey-Pay Equity Negotiator, Richard Meagher – A/Communication Officer, Kingsley Kowk – EBM, Warren (Smokey) Thomas-President

**Regrets:** Sandra Harper- OPS Negotiator, Cisca McInnis, Tina Stevens, Edith Strachan,

Agenda Item	Description	Action
1. <b><u>Day 1:</u></b> <b>Call to Order at <u>9:11 am</u></b>	Neil Martin called the meeting to order.	
2. <b>Welcome</b>	All attendees were welcomed by the Central Employee Relations Committee (CERC) Chair Neil Martin, and Neil introduced everyone on the Head Table and the staff. Statement of Respect	

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	<p>was played in English and in French. Acknowledgement of Indigenous Land was read by Gord Longhi.</p> <p>Gord Longhi also welcomed and thanked everyone for their hard work and leadership</p>	
<p><b>3. CERC Plan and update</b></p>	<p>Neil discussed CERC 2019/20 Plan:</p> <p><b>Back to Basics/ Capacity Building:</b> Branding, Reduce locals administrative functions, Provide more information, Staff Rep leads in each region, Increase organization of OPS Locals, Divisional Meeting, Convention Caucus</p> <p><b>Communications:</b> Consistent and clear Information</p> <p><b>By-Laws:</b> Occupational Division and Ministry Art. 21</p> <p><b>Collective Agreement Enforcement:</b></p> <p><b>Training:</b> Negotiation Training and OPS MERC Training</p>	
<p><b>4. Presentation</b></p> <p><b>Roles &amp; Responsibilities by:</b> <b><u>Glenna Caldwell</u></b></p>	<p>Topics Discussed:</p> <ul style="list-style-type: none"> <li>-Terms of Reference for MERC</li> <li>-Mapping your Ministry</li> <li>-Quarterly and other Reports</li> <li>-Disclosure – What to look for?</li> <li>-Disclosure – What does it mean?</li> <li>-Security Checks – What to assess?</li> <li>-When negotiating Memorandum of Agreements (MOA's)</li> <li>-Posting of Vacancies or New Positions</li> <li>-Policy Grievance</li> </ul>	

Agenda Item	Description	Action
	<ul style="list-style-type: none"> <li>-Lateral Transfers</li> <li>-MERC to Monitor – Requests for Procurement (RFP),Request for Qualifications (RFQ)</li> <li>-New Legislations</li> <li>-Talk and Connect with Members</li> <li>-MERC Assignments – To Do List</li> </ul>	
<p><b>5. Presentation</b></p> <p><b>Building MERC Capacity by: <u>Marty McFarlane</u></b></p>	<p>Topics Discussed: Participants workbook pg. 14 Group activity 1</p> <ul style="list-style-type: none"> <li>-Enforcing the contract</li> <li>-Resolving workplace issues</li> <li>-Communication and connection with the locals</li> <li>-Solidarity with members and among locals</li> <li>-Union presence and influence in workplace</li> <li>-Linking MERC work to bargaining work</li> <li>-Mapping Steps</li> <li>-Useful Resources</li> </ul>	
<p><b>6. Adjournment</b></p>	<p>Adjournment was called at 4:40 pm</p>	
<p><b>7. <u>Day 2:</u></b></p> <p><b>Call to Order at <u>9:00 am</u></b></p>	<p>Neil Martin called the meeting to order.</p>	

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<p><b>8. Warren (Smokey) Thomas – OPSEU President Speech</b></p>	<p>Neil Martin introduced Smokey Thomas – President of OPSEU – and Smokey addressed the attendees</p>	
<p><b>9. Presentation</b></p> <p><b>Your Network, York Success: <u>Michelle Langlois</u></b></p>	<p>Topics Discussed:</p> <p><b>-Your Network of Supports</b></p> <ul style="list-style-type: none"> <li>○ Who you gonna call?</li> <li>○ OPSEU Staff Resources</li> <li>○ How can we get funding</li> <li>○ Tools and Services available from OPSEU <ul style="list-style-type: none"> <li>▪ OPSEU website</li> <li>▪ Education</li> <li>▪ Social Media</li> <li>▪ Laserfiche</li> <li>▪ OPSEU Central Database</li> <li>▪ Member Portal</li> </ul> </li> </ul> <p><b>-Celebrating our MERC Successes</b></p> <ul style="list-style-type: none"> <li>○ What counts as a success?</li> </ul>	
<p><b>10. Presentation</b></p> <p><b>Pay Equity Update: <u>Ayla Davey</u></b></p>	<p>Topics Discussed:</p> <p><b>-Purpose of Project</b></p> <p><b>-Accomplishments to date</b></p> <p><b>-Current Phase</b></p> <p><b>-Challenges</b></p> <p><b>-Joint Steering Committee</b></p>	



Agenda Item	Description	Action
<b>14. Adjournment</b>	Meeting was adjourned at 3:45pm	

**X** *Neil Martin*

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Neil Martin  
CERC Chair