

**Bi-Ministry Employee Relations
Committee (BMERC) Meeting
June 21, 2024
Location: Microsoft Teams**

In Attendance:

For the Union	For the Employer	Guests	Regrets
Chad Oldfield, OPSEU Adam Cygler, OPSEU Michael Fallon, OPSEU Johanna Sinclair, OPSEU Sandra Harper, OPSEU	Jennifer Price, TBS Steven MacKay, TBS Kevin Wilson, TBS	Laural Rueffer, SOLGEN Jasvinder Mahal, MCCSS Justin O’Gorman, TBS Connor Jenkins, TBS	Dan Sidsworth, OPSEU Gregg Gray, OPSEU Daryl Pitfield, SOLGEN

Items:

Date Tabled	Continuing Business	Referred to	Action
June 11, 2020	BMERC File Review (Appendix 53) No policy grievances to review at this time.	N/A	N/A
June 14, 2021	Implementation of <i>Grow Your Own</i> type programs for health care positions The Employer confirmed that this is not a viable program and will not be implemented.	N/A	Remove from agenda

	OPSEU is disappointed in the Employer's decision to not move forward with this initiative.		
September 13, 2021	Pay Equity: Terms of Reference for Correctional Bargaining Unit Discussions are ongoing and there is a meeting set for July 24, 2024.	OPSEU and Employer	Parties to provide updates as they become available.
September 13, 2021	Infection, Prevention, and Control (IPAC) Updates No updates.	N/A	Parties to provide updates as they become available.
June 15, 2022	CSD Calculations The Employer continues to have internal discussions with Pay & Benefits and Ministries. OPSEU had raised concerns with the delays impacting their members who do not have CSDs and are requesting that the historical method of calculation be utilized.	Employer	The Employer to provide updates as they become available. The Employer to review and respond to OPSEU's request regarding the historical calculation.
September 29, 2022	Employee Attendance Statistics The Employer will provide the statistics following the meeting.	Employer	The Employer to provide the statistics to OPSEU.
March 8, 2023	Construction at Cecil Facer Youth Center (CFYC) No updates at this time, the Employer hopes to provide an update in the near future.	Employer	The Employer to provide updates as they become available.
March 8, 2023	Review of Position Classification	OPSEU	OPSEU to provide updates as they become available.


	OPSEU continues to work through outstanding issues with the Ministry.		
March 8, 2023	<p>EA-RTW Committee Concerns</p> <p>The Employer provided an update on recent health reassignment statistics. OPSEU requested additional information regarding health reassignment match rejections.</p>	Employer	The Employer to provide updates as the become available.
July 17, 2023	<p>National Day of Truth and Reconciliation September 30, 2022</p> <p>The next GSB date is being held on July 26, 2024.</p> <p>Discussions are ongoing.</p>	OPSEU and Employer	Parties to provide updates as they become available.
December 18, 2023	<p>Application of the BUI grievance protocol</p> <p>The Employer to provide a proposal to OPSEU for further discussion.</p>	Employer	The Employer to follow up in the coming weeks.
December 18, 2023	<p>Corrections Arbitration Award</p> <p>The parties are nearing completion on implementation. The Employer will provide updates on remaining items (e.g., collective agreement editing).</p>	OPSEU and Employer	Parties to provide updates as they become available.
March 22, 2024	<p>Travel, Meals and Hospitality Directive</p> <p>The Employer advised that a review of the directive will take place this fiscal year.</p> <p>OPSEU has requested that this review be expedited.</p>	Employer	The Employer to provide updates as they become available.


<p>March 22, 2024</p>	<p>Enterprise Attendance Threshold</p> <p>OPSEU is requesting a separate enterprise attendance threshold.</p> <p>The Employer advised that at this time there are no plans to create a separate enterprise attendance threshold for the Correctional Bargaining Unit.</p> <p>OPSEU's position is that holding the Correctional Bargaining Unit to the same attendance targets as the rest of the OPS is inherently unfair and discriminatory. Correctional Bargaining Unit members are required to work in-person and the vast majority are in congregate care settings, which are held to different standards than other OPS workplaces for reporting to work while sick. Additionally, Correctional Bargaining Unit members do not have the ability to work remotely as the majority of the OPS.</p>	<p>Employer</p>	<p>The Employer to follow up.</p>
<p>March 22, 2024</p>	<p>WSIB Issues</p> <p>OPSEU further clarified the issue as follows; in January of each year, employees need to be returned to payroll in a timely manner in order to receive their credit assignments for pay continuance purposes.</p>	<p>Employer</p>	<p>The Employer to follow up.</p>
<p>April 4, 2024</p>	<p>Disclosures on Third Party Vendors</p> <p>Item referred from SOLGEN MERC.</p>	<p>Employer</p>	<p>The Employer to follow up.</p>

	OPSEU has identified that there have been several instances where the Employer has not provided disclosure as required under the TBS Confidential Disclosure to Bargaining Agents directive for changes to third party vendors.		
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Next Meeting(s):

- October 4, 2024 10:00am-12:00pm
- December 20, 2024 10:00am-12:00pm

For the Union: 
Date: June 21, 2024

For the Employer: 
Date: June 21, 2024