

**Bi-Ministry Employee Relations Committee (BMERC) Meeting
March 6, 2025
Location: Microsoft Teams**

In Attendance:

For OPSEU/SEFPO	For the Employer	Guests	Regrets
Adam Cygler, OPSEU/SEFPO Patrick De Brou, OPSEU/SEFPO Johanna Sinclair, OPSEU/SEFPO Janet Lavery, OPSEU/SEFPO Sandra Harper, OPSEU/SEFPO	Jennifer Price, TBS Daryl Pitfield, SOLGEN Kevin Wilson, TBS Stephanie Borcsok, TBS	Laural Rueffer, SOLGEN Jasvinder Mahal, MCCSS Justin O’Gorman, TBS Connor Jenkins, TBS	Dan Sidsworth, OPSEU/SEFPO Gregg Gray, OPSEU/SEFPO Steven MacKay, TBS

Standing Items:

Date Tabled	Standing Items	Referred to	Action
	BMERC File Review (Appendix 53)		
Standing Item	The parties confirm that both grievances are now scheduled at the GSB.	N/A	N/A

	<p>2024 0999 0015 Psychological Services Cap for CO/YSO</p> <p>2024 0999 0016 Psychological Services Cap for Non-CO/Dependents</p> <p>No new grievances to discuss at this meeting.</p>		
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Continuing Business:

Date Tabled	Continuing Business	Referred to	Action
<p>September 13, 2021</p>	<p>Pay Equity: Terms of Reference for Correctional Bargaining Unit</p> <p>The parties continue to meet and negotiate the Terms of Reference.</p>	<p>OPSEU and Employer</p>	<p>The parties to set up a meeting to discuss/finalize the ToR.</p>
<p>September 13, 2021</p>	<p>Infection, Prevention, and Control (IPAC) Updates</p> <p>The Union advised it has inquired about FXT compensation during the current iGAS outbreak at Maplehurst. The Union is awaiting a response from SOLGEN.</p>	<p>Employer</p>	<p>Defer to next meeting.</p>
<p>June 15, 2022</p>	<p>CSD Calculations</p> <p>The Union continues to raise significant concerns regarding CSD calculations. This is now impacting vacation entitlements, lateral transfer entitlements, job trades, seniority, and pension. This is in addition to the operational issues previously flagged.</p>	<p>Employer</p>	<p>The Employer to follow up.</p>

	The Union is requesting that a solution be prioritized and implemented prior to the next meeting.		
September 29, 2022	<p>Employee Attendance Statistics</p> <p>The Employer to provide the January 1 – September 30, 2024 EASP statistics.</p>	Employer	<p>The Employer to provide the EASP statistics.</p> <p>This item to be moved to standing items.</p>
March 8, 2023	<p>Construction at Cecil Facer Youth Center (CFYC)</p> <p>There are no further updates, SOLGEN is targeting to commence operations in 2028. Youth Operations at Cecil Facer are targeted to cease in mid-2027. Employment stability provisions will apply.</p>	Employer	The Employer to provide updates as the become available.
March 8, 2023	<p>Review of Position Classification</p> <p>The Employer received the list of classification referrals through BMERC and is currently reviewing them.</p> <p>The Union has indicated that they will provide additional classification referrals through BMERC.</p> <p>The Union is requesting that a process be developed to address these outstanding issues.</p>	Employer	The Employer to follow up.
March 8, 2023	<p>EA-RTW Committee Concerns</p> <p>The Union to provide examples of challenges in the health reassignment process. The Union is</p>	OPSEU and Employer	The parties to follow up.

	requesting the health reassignment statistics for the past fiscal year.		
July 17, 2023	<p>National Day of Truth and Reconciliation September 30, 2022</p> <p>The parties continue to work through the remaining outstanding items:</p> <ul style="list-style-type: none"> • Entitlements under COR13.5 – Resolved • The timelines not being met under the arbitration order – Resolved • Payments not reflecting hours worked under a CWWA and applicable interest – In progress 	Employer	The Employer to follow up.
December 18, 2023	<p>Application of the BUI grievance protocol</p> <p>The Employer intends to share a draft proposal to OPSEU regarding the protocol.</p>	Employer	<p>The Employer to provide the draft proposal.</p> <p>OPSEU to review the draft proposal once received.</p>
December 18, 2023	<p>Corrections Arbitration Award</p> <p>The parties continue to work through implementation including Collective Agreement printing and distribution.</p> <p>The Union has raised the following outstanding issues:</p> <ul style="list-style-type: none"> • Nurse Experience Credit LOU • WSIB ATB increases 	OPSEU and Employer	The parties to provide updates as they become available.
March 22, 2024	Travel, Meals and Hospitality Directive	OPSEU	The Union to follow up.

	The Employer confirmed that the review is complete, and the Travel, Meal & Hospitality Directive will remain unchanged.		
March 22, 2024	<p>WSIB Issues</p> <p>The Employer advised that processing timelines are back to normal.</p>	OPSEU	The Union to follow up.

New Items:

Date Tabled	New Items	Referred to	Action
March 6, 2025	<p>Broad Records Checks Requirements for Youth Justice</p> <p>The Union raised implementation matters including impact on Appendix COR24 (Lateral Transfers, Job Trades, and Employment Stability of PO's and PPO's).</p> <p>The Union is requesting clarification on how the Transition and Security Office (TSO) will review BRC's to determine security clearance. The Union would like to be advised of identified concerns with respect to employment.</p>	OPSEU and Employer	<p>The parties to meet to discuss the impacts on Appendix COR24.</p> <p>The Employer to follow up regarding TSO review.</p>
March 6, 2025	<p>Delays in Security Clearance Process</p> <p>The Union raised concerns regarding the length of time it is taking to obtain security clearance's following competitions and job offers. The impact is that successful candidates are moving on to other opportunities.</p>	Employer	The Employer to follow up.

March 6, 2025	Job Offer Letters The Union raised concerns regarding the language on "Salary Progression Based on Performance" which is in the current offer letters used by Talent Acquisition Branch (TAB) to OPSEU COR bargaining unit members.	Employer	The Employer to follow up.
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Next Meeting(s):

- June 26, 2025 10:00am-12:00pm
- October 2, 2025 10:00am-12:00pm
- December 17, 2025 1:30pm-3:30pm

For the Union:
Date: March 6, 2025



For the Employer:
Date: March 6, 2025

