MPBSDP MERC Minutes

Time: 10:00 a.m. to 1:10 p.m.

Date: March 25, 2026

Location: 777 Bay Street

Meeting Chair

Employer

Management Members in Attendance

Sia Romanidis (Co-Chair), Mathieu Roy (Service Ontario), Justin Leus (ITOD)

Employer Resources

Galine Erol (SBU Lead Resource), Shaneil Stewart (TBS Resource), Zakia Awadh (SBU Resource)

OPSEU/SEFPO Members in Attendance

Jamie Tynan-Byrd-Owen, (OPSEU/SEFPO Co-Chair), Stacy Grieve, Gillian Piccinato, Rob Scarfo, Brenton Beeston (OPSEU/SEFPO), John Lem

Regrets: Keisha Banhan (Archives)

Presenters: Jacqueline Kalu-Kovarik, Manager, People and Culture, Nazia Dassut, Program Lead, People and Culture, and Rhonda Geraghty, Team Lead, People and Culture; Jackie Lawson, Senior Manager, Vital Event Services Registry Branch, Shelly Dolph, Senior Manager Operations Unit

Minutes: Zakia Awadh & Galine Erol

Standing Items

Item 1: Anti Racism Action Plan and National Day of Truth and Reconciliation Presentation

Jacqueline Kalu-Kovarik, Manager, Nazia Dassut, Program Lead and Rhonda Geraghty, Team Lead, from the People and Culture Unit, presented on the Anti-Racism Action Plan.

Employer to present on National Day of Truth and Reconciliation at Q3 MERC meeting.

Item 2: Seasonal Staffing Pilot Presentation

Jackie Lawson, Senior Manager, and Shelly Dolph, Senior Manager Operations Unit from the Vital Event Services Registry Branch presented on the Seasonal Staffing Pilot.

OPSEU/SEFPO expressed concerns on the Seasonal Staffing Pilot and the introduction of precarious work.

Item 3: Administrative Items

Employer will continue hybrid meetings and live minutes going forward.

Item 4: Reports (Surplus, Vacancy, Fixed-Term, Disclosure)

The Employer shared all outstanding reports with the Union on March 4, 2026.

Seniority list for seasonal employees to be shared Q2 June MERC meeting and will be shared twice annually for duration of the Seasonal Staffing Pilot.

Item 5: TEI Statistics

The Employer provided updated TEI statistics (as of March 10, 2026) at the meeting:

MPBSDP (2013 - 2026)	Total
Approved	350

Action: Employer to provide updated statistics for the next meeting.

Item 6: Ministry Updates and Announcements

Employer emailed ministry updates and announcements on March 20, 2026.

Employer to share ministry updates with MERC members as they occur.

Item 7: MERC/LERC Issues

Parties to work on establishing Regional Employee Relations Committee (RERC) in OPSEU/SEFPO Region 7 – ServiceOntario which encompasses part of Northwestern Ontario.

Action: OPSEU/SEFPO will continue to work on sending callouts to personal email addresses.

MERC/LERC training is currently not scheduled.

Action: MERC/LERCs can continue to submit applications for training.

Item 8: MPBSDP Training and Development (Appendix 29)

Fraud Prevention Training is now available on LearnON.

Action: Item to be removed.

Employer presented on Anti-Racism Action Plan.

Action: Item to be removed.

Item 9: Joint Health and Safety

Employer provided an updated list of outstanding Joint Health and Safety Committees (JHSC) and Health and Safety Representatives (HSR). Parties continue to work towards establishing outstanding locations.

Action: Parties continue to work together on establishing JHSCs and HSRs.

OPSEU/SEFPO raised additional health and safety concerns at 119 King Street, Hamilton.

Action: Parties will continue to have open communication regarding any future incidents.

The Employer provided additional information regarding the incident at 159 Cedar Street, Sudbury. The employer's top priority remains the health and safety of its staff and continues to take these matters seriously.

Action: Item to be removed.

Item 10: Recent Info-shares

Employer provided response to OPSEU/SEFPO's concerns regarding outsourcing bargaining unit work.

Action: OPSEU/SEFPO to take away and come back with additional questions. Item to remain on the agenda.

Ombudsman FLS investigation remains ongoing.

Action: Item deferred pending outcome of investigation.

OPSEU/SEFPO raised questions regarding recent info share on internal workflow changes at John Counter Blvd.

Action: Employer to look into and report back.

Item 11: Return to Office

Parties continue to discuss possible concerns regarding Return to OPS Workplaces and Alternative Work Arrangements (AWA) which include:

- pets in the workplace,
- space capacity (e.g., opening of MacDonald Block),
- headquarter location,
- network capacity, especially in northern regions,
- timeliness in reviewing AWA requests, and,
- cleanliness of workstations.

Action: Employer responded to OPSEU/SEFPO's concerns and will continue to discuss any additional concerns as they arise. Items have also been raised at CERC and MBA.

Parties are reminded of the Clean Desk Policy at unassigned workstations.

OPSEU/SEFPO raised questions regarding remote work attendance.

Action: OPSEU/SEFPO to raise concerns as they arise.

Item 12: ServiceOntario

OPSEU/SEFPO raised concerns regarding public ServiceOntario staff training and working out of private ServiceOntario locations. Concerns have also been raised regarding private ServiceOntario staff job shadowing in public ServiceOntario locations.

Action: Employer continuing to look into.

Employer provided updates regarding concerns Integrated Work Station (IWS) cameras and technical issues. Employer established a working group and work is underway for image capture improvements and service centre backdrop replacements.

If technical issues arise, staff are encouraged to continue to contact IT and raise concerns with their manager.

Action: Item to be removed.

Item 13: WEAR Form processing

Parties discussed concerns regarding delays in processing WEAR forms. Item has previously been referred to CERC.

Action: Item has been referred back to CERC, awaiting outcome.

Item 14: Other Business

Employer is working to equip service centres with cell phones. If staff are having issues with multi-factor authentication, they can speak to their manager for possible solutions.

Action: Item to be removed.

OPSEU/SEFPO requested information about the Justice Technology Services (JTS) IT pilot project, including length of project, if there is a plan to make it permanent and how many days per week each incumbent is working at each location.

Action: Parties to look into and respond before next MERC meeting.

OPSEU/SEFPO raised questions regarding Tier 1 calls transferred to ServiceOntario from Ministry of Emergency Preparedness and Response.

Action: Employer to look into.

Approvals

Union Co-Chair:

JTBO

Jamie Tynan-Byrd-Owen

Management Co-Chair:

Sia Romanidis

Sia Romanidis