Central Employee Relations Committee (CERC) Meeting
November 4, 2026
Location: 315 Front St. / Microsoft Teams

In Attendance:

For OPSEU/SEFPO	For the Employer	Guests	Regrets
Leslie Aiston, OPSEU/SEFPO Chris Eckert, OPSEU/SEFPO Shawn Burr, OPSEU/SEFPO Amanda Usher, OPSEU/SEFPO	Jennifer Price, TBS Bridget Jeanes, TBS Kevin Wilson, TBS Stephanie Borcsok, TBS Pallavi Mhaisalkar, TBS Victoria Tsiaras, TBS Michelle Stanislaus, TBS	N/A	Janice Taylor, TBS Steven MacKay, TBS

Standing Items:

Date Tabled	Standing Items	Referred To	Action
Standing Item	**Subcommittee Updates: JESS** There are no updates at this time. OPSEU/SEFPO is reviewing the Employer's response regarding lateral transfers. The Parties have held dates for 2027 JESS meetings. OPSEU/SEFPO raised that there are issuing accessing the lateral transfer list links.	The Employer & The Union	The Parties to follow up.
Standing Item	**CERC File Review** CERC File Review is up to date.	The Employer & The Union	The Parties to follow up.
Standing Item	**Reskilling of Members Agreement (Also Appendix 66)** The Joint Transition and Reskilling Committee has been formally established. OPSEU/SEFPO raised concerns about ongoing reskilling matters.	The Employer & The Union	The Parties to follow up.

Continuing Business:

Date Tabled	Continuing Business	Referred To	Action
November 25, 2022	**FXT Conversions, Position Numbers, and Vacancies** The Employer provided a response to the Union's concerns regarding the MOH FXT list. The Employer provided a response to OPSEU/SEFPO regarding information on FXT contracts. The Employer will provide further clarification on the definition of "irregularly scheduled on call" FXT contracts. The Employer to follow up on OPSEU/SEFPO's questions regarding information on hours of work within job ads.	The Employer & The Union	The Parties to follow up.
February 6, 2024	**Pay Equity and Classification Conversion Project** The Union reiterated their position that they have taken at the Joint Steering Committee, which is that Pay Equity take priority. Completed PIQs have now been collected and the Parties have moved to collecting manager feedback.	The Employer & The Union	The Parties to follow up.
July 8, 2024	**Ontario Science Centre** The Parties continue to meet outside of CERC regarding this item to discuss OPSEU/SEFPO's concerns with current and ongoing reskilling initiatives. OPSEU/SEFPO raised concerns regarding new job postings	The Employer & The Union	The Parties to follow up.

Date Tabled	Continuing Business	Referred To	Action
	at the Ontario Science Centre following the reskilling notification of members at the Ontario Science Centre. The Parties continue to work together to address any issues.		
July 9, 2025	**Co-Pilot and the Use of Artificial Intelligence (AI)** The Union raised concerns regarding how the use of Artificial Intelligence may impact the OPS workforce, policy/guidelines, and provided the Employer with a list of questions. The Employer provided a presentation to OPSEU/SEFPO outside of CERC. The Union will provide a list of any outstanding questions to the Employer. OPSEU/SEFPO requested information on a list of OPS wide approved AI programs that are being used.	The Employer	The Employer to follow up.
March 3, 2026	**EDU CERC Referral – Benefits** The Union raised concerns with the method of payment for benefits for seasonal employees during hiatus as well as issues regarding benefit caps not being removed. The Employer confirmed that Pay and Benefits is reviewing the concerns raised by OPSEU/SEFPO and are exploring potential alternative payment options. OPSEU/SEFPO raised concerns that there remain ongoing issues with members pay and benefits. The Parties continue to work on resolving this issue offline.	The Employer & The Union	The Parties to follow up.

Date Tabled	Continuing Business	Referred To	Action
May 4, 2026	**Health and Safety Concerns – Ellen Fairclough Building (119 King St. W., Hamilton)** OPSEU/SEFPO raised concerns that some Joint Health and Safety Committees are facing challenges at this work location including engagement from management in operationalizing the committees. The Parties to continue to discuss.	The Employer	The Employer to follow up.
May 4, 2026	**General Health and Safety Concerns** OPSEU/SEFPO raised concerns around building safety in numerous locations around the province. The Parties continue to discuss. OPSEU/SEFPO requested CERCs endorsement of MERCs creating provincial Joint Health and Safety sub-committees. The Employer advised that as this is not a requirement under the Collective Agreement, individual MERCs may choose to discuss this further. This sub-item has been referred back to the ministry level.	The Employer & The Union	The Parties to follow up.
May 4, 2026	**Duty Assignments for LERCs, MERCs, and H&S** OPSEU/SEFPO raised concerns regarding duty assignments for members in MOH. The Employer advised further follow up with the ministry will occur.	The Employer & The Union	The Parties to follow up.
September 16, 2026	**Parks On Call Designate Program and Changes to Alcohol Consumption and Sales in Ontario Parks**	The	The Parties to follow up.

Date Tabled	Continuing Business	Referred To	Action
	The Employer provided a response to OPSEU/SEFPO's concerns about the on call designate program. OPSEU/SEFPO is not satisfied with the response provided. The Employer confirmed that a response on the Union's request for a new or amended Health and Safety risk assessment to address the concerns will be provided at the MERC level. The Employer provided a response regarding completing live minutes at the MECP MERC.	Employer & The Union	
September 16, 2026	**WEAR Forms from MPBSDP** The Parties have referred this item back to the ministry.	N/A	Item removed from the agenda.
September 29, 2026	**Process Issues with Reclassification** OPSEU/SEFPO raised significant concerns with discrepancies in the process for reclassification. OPSEU/SEFPO requested that a process be re-established to discuss concerns with reclassifications occurring across the OPS. The Employer advised that the matter is more appropriately addressed through Collective Bargaining.	The Employer	The Employer to follow up.
September 29, 2026	**AWA Approvals** The Employer provided a response to OPSEU/SEFPO's request for information on the number of Alternative Work Arrangements (AWAs) that have been approved or denied.	The Employer	The Employer to follow up.

Date Tabled	Continuing Business	Referred To	Action
	The Employer advised there is currently no centralized requirement or mechanism to track or report on these arrangements. OPSEU/SEFPO expressed their frustration with the lack of information provided.		
September 29, 2026	**Pay & Benefits Ongoing Issues** OPSEU/SEFPO raised concerns with the volume of pay matters that are not being resolved in a timely way. The Union will continue to raise issues directly with CERC. The Parties continue to work together on this item.	The Employer	The Employer to follow up.

New Items:

Date Tabled	New Items	Referred To	Action
November 2, 2026	**MOH Referral – Ambulance Communications Officer (ACO) Uniforms** OPSEU/SEFPO raised concerns with the new ACO uniform policy at the MOH. The Union requested that the implementation of the policy be paused and/or rescinded.	The Employer	The Employer to follow up.

For the Union: Chris Eckert
Date: November 4, 2026

For the Employer: J Price
Date: November 4, 2026