

Ministry Employee Relations Committee - Unified

Ministry of the Solicitor General

Minutes

Friday, December 6, 2019
via teleconference

Attendees

For the Union

- Drew Maddison (Co-chair)
- Ram Selvarajah
- Sandra Harper (OPSEU Negotiator)

For the Ministry

- Troy Fernandes (Co-chair)
- Bart Nowak

Resources

- David Marincola, Employee Relations Advisor, Bargaining and Compensation

Note Taker

- Lise Ledoux, Employee Relations Committee Coordinator

Standing Items

1. **Surplus List** – no current active staff on the list.
2. **Conversion List/Unclassified Employees** – list as of October 31st was shared with the Union.
3. **Recent Disclosures** – nil report from September 13th to November 29th.
4. **Transition Exit Initiative (TEI)** – the following numbers represent TEIs for all OPSEU staff in SOLGEN as of October 31st since 2013:

- Approved Applications: 138
- Total Applications (excludes those applications which have been withdrawn): 557
- Approval Rate: 25%

Parties will jointly advocate to have the statistics divided between Unified and Correctional Services.

- 5. OFMEM Workplace Review Update** – the 2019/20 commitments from the four working groups are:
- a. Develop a mandatory PDP process.
 - b. Establish a committee dedicated to training and learning.
 - c. Provide managers with refresher training on collective agreements.
 - d. Establish common expectations for information sharing from senior management.
 - e. Establish a process to review internal policies and procedures.
 - f. Develop an online orientation package.
 - g. Introduce knowledge transfer tools and best practices.
 - h. Develop guidelines for document branding and usage of logos.
 - i. Establish a committee dedicated to uniforms and visual identity.

Employer is supportive and recognizes the work completed to date by the committee and the respective working groups.

- 6. LERCs** – are in the process of facilitating training for their teams.

New Business

- 1. IT Consultants** – Union requested how many IT consultants are currently hired on contract versus bargaining employees.

Action: Employer to follow up and respond.

- 2. ERC Training** – MERC members are attending the Level 2 Employee Relations training on April 1, 2020. Local ERCs are encouraged to attend Level 1 or 2 ERC training.

Action: Remove item from the agenda.

2020 Schedule of Meetings

- Friday, March 27, 2020
- Friday, June 12, 2020
- Friday, September 11, 2020
- Friday, November 27, 2020

Signatures

For the Union:


Drew Maddison

For the Ministry:


Troy Fernandes