

**Ministry Employee Relations Committee (MERC) MEETING  
Ministry of Colleges and Universities**

December 15, 2020  
Teleconference

**In Attendance**

| <b>For the Union</b>  | <b>For the Employer</b>   | <b>Guests</b> | <b>Regrets</b> |
|---|---|---------------|----------------|
| Sophia Ambrose,<br>Communications Officer,<br>Student Financial<br>Assistance Branch<br>(OPSEU Co-Chair)<br>Glenna Caldwell, OPSEU<br>Negotiator<br>Nathan Kumaru,<br>Compliance Officer,<br>AELSD, MCU | *Maria Mellas,<br>(Management Co-Chair)<br>Kara Smith, Manager,<br>Strategic Business Unit<br>Keshini Mahesan,<br>Employee Relations<br>Advisor, Employee<br>Relations Branch |               |                |

| Date Tabled  | Standing Items  | Referred to         | Action   |
|--|---|---------------------|--|
| <b>March 10, 2020</b><br><b>June 9, 2020</b><br><b>Sept 29, 2020</b><br><b>December 15, 2020</b> | <b>Redeployment</b><br><br>No one on redeployment list at this time.<br><br>OPSEU inquired if any employees were selected for contact tracing. The Employer advised that no one has been selected at this time.             | <b>The Employer</b> | No Action.   |
| <b>March 10, 2020</b><br><b>June 9, 2020</b><br><b>Sept 29, 2020</b><br><b>December 15, 2020</b> | <b>Seniority List, Seasonal List, Fixed Term List, TEI Statistics</b><br><br>OPSEU inquired of a position that continues to be incorrectly coded in WIN.<br><br>Employer will correct the error and provide an update.      | <b>The Employer</b> | The Employer will follow up and provide an update. |
| <b>March 10, 2020</b><br><b>June 9, 2020</b><br><b>Sept 29, 2020</b><br><b>December 15, 2020</b> | <b>Indigenous Education</b><br><br>The Employer advised that there has been a callout to staff who had not completed cultural training.<br><br>For the second quarter, there were 19 registrants. Process is still ongoing. | <b>The Employer</b> | Employer to provide quarterly updates.             |
| <b>March 10, 2020</b><br><b>June 9, 2020</b><br><b>Sept 29, 2020</b>                             | <b>Training and Development – Mandatory Training, Learning and Development</b>  |                     |  |

| Date Tabled  | Standing Items   | Referred to         | Action                                   |
|--|--|---------------------|--|
| <b>December 15, 2020</b>   | <p>OPSEU inquired if there was any further mandatory training required for staff.</p> <p>The Employer advised that there is currently no training required for staff, except for the Indigenous cultural training.</p> <p>The employer advised that Anti-racism training will be rolling out after March 31<sup>st</sup> 2021.</p> | <b>The Employer</b> | Employer to continue to provide updates. |
| <b>March 10, 2020</b><br><b>June 9, 2020</b><br><b>Sept 29, 2020</b><br><b>December 15, 2020</b> | <p><b>COVID-19</b></p> <p>GROW meeting was held October 14, 2020.</p> <p>OPSEU received Risk Assessments on October 26, 2020. OPSEU has no concerns at this time.</p>  | <b>The Employer</b> | No action.                               |

| Date Tabled   | Business Arising   | Referred to         | Action                                   |
|---|--|---------------------|--|
| <b>September 29, 2020</b><br><b>December 15, 2020</b> | <p><b>Re-opening Ontario Public Services Workplaces</b></p> <p>The Employer advised that as per the letter from the Secretary of Cabinet, workplace reopening and reintegration plans are on pause until at least late January 2021.</p> | <b>The Employer</b> | Employer to continue to provide updates. |

| Date Tabled   | Business Arising   | Referred to                | Action  |
|---|--|----------------------------|---|
|   | <p>The Employer continues to update staff as issues arise. The Employer also continues to remind staff of protocols and advise employees to come into the office only when necessary.</p>  |                            |   |
| <p><b>March 10, 2020</b><br/> <b>June 9, 2020</b><br/> <b>Sept 29, 2020</b><br/> <b>December 15, 2020</b></p> | <p><b>Re-evaluation of User Acceptance Test</b></p> <p>Regarding the re-evaluation, the Employer has sent it back to the job evaluation team to inquire as to why technical marks have not been attached it. JEIB continues to review.</p>                       | <p><b>The Employer</b></p> | <p>The Employer to follow up and provide an update.</p> |
| <p><b>March 10, 2020</b><br/> <b>June 9, 2020</b><br/> <b>Sept 29, 2020</b><br/> <b>December 15, 2020</b></p> | <p><b>Seasonal Positions</b></p> <p>Employer continues to review seasonal positions. Employer has made no progress on what is to be done with season positions going forward due to the COVID-19 pandemic. Staffing related to these positions are on pause.</p> | <p><b>The Employer</b></p> | <p>No Action</p>  |
| <p><b>March 10, 2020</b><br/> <b>June 9, 2020</b><br/> <b>Sept 29, 2020</b><br/> <b>December 15, 2020</b></p> | <p><b>LERC Participation</b></p> <p>OPSEU advised to remove from agenda. OPSEU will raise agenda item again once union representatives are identified.</p>   | <p><b>The Employer</b></p> | <p>Remove from agenda.</p>                              |

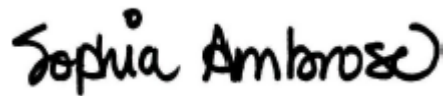
| Date Tabled  | Business Arising                                      | Referred to         | Action              |
|--|---|---------------------|---------------------|
| <b>March 10, 2020</b><br><b>June 9, 2020</b><br><b>Sept 29, 2020</b><br><b>December 15, 2020</b> | <b>Multi-Year Plan</b><br><br>Remove from the agenda. | <b>The Employer</b> | Remove from agenda. |

| Date Tabled                                      | New Business   | Referred to         | Action           |
|--|--|---------------------|------------------|
| <b>Sept 29, 2020</b><br><b>December 15, 2020</b> | <b>2021 Meeting Dates</b><br><br>OPSEU proposed dates: <ul style="list-style-type: none"> <li>• Wednesday, March 10, 2021</li> <li>• Wednesday, June 23, 2021</li> <li>• Wednesday, September 22, 2021</li> <li>• Wednesday, December 8, 2021</li> </ul> Employer to confirm with OPSEU based on availabilities. | <b>The Employer</b> | To be scheduled. |
| Date Tabled                                      | New Business   | Referred to         | Action           |
| <b>December 15, 2020</b>                         | <b>Retirement of Sophia Ambrose – Current Co-Chair</b><br><br>Sophia advised that this is her the last official MCU MERC meeting due to retirement officially beginning January 31, 2021. Sophia thanked   | <b>NO ACTION</b>    | NO ACTION        |

| Date Tabled | New Business   | Referred to | Action |
|-------------|--|-------------|--------|
|             | <p>everyone for their loyalty to this Ministry and the great collaboration this team has formed. Sophia will miss everyone and knows that the team is in good hands representing the members Ministry wide. Best wishes were shared for the upcoming holiday season.</p> <p>Maria also expressed her thanks and deep appreciation for all the hard work this team has gone through over the years. She appreciates the collaboration and thanked Sophia for the last 32 years of service with the OPS.</p> |             |        |

Next Meeting Date Scheduled for: March 10, 2021

For the Union:



Sophia Ambrose

Date: December 16, 2020

For the Employer:



Maria Mellas

Date: January 5, 2021