

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

March 10, 2021  
Teams Meeting

**In Attendance**

| <b>For the Union</b>  | <b>For the Employer</b>   | <b>Guests</b> | <b>Regrets</b> |
|---|---|---------------|----------------|
| Nathan Kumaru,<br>Compliance Officer,<br>AELSD, MCU (OPSEU<br>Co-Chair)<br>Glenna Caldwell, OPSEU<br>Negotiator | *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 |               |                |

| <b>Date Tabled</b>    | <b>New Business</b>   | <b>Referred to</b> | <b>Action</b>                  |
|-----------------------|---|--------------------|--------------------------------|
| <b>March 10, 2021</b> | <p><b>MERC Co-Chair for OPSEU</b></p> <p>Nathan Kumaru will be the MERC Co-Chair for OPSEU moving forward and until further notice is provided regarding OPSEU elections.</p>   | <b>No Action</b>   | No Action                      |
| <b>March 10, 2021</b> | <p><b>Family Medical Leave</b></p> <p>OPSEU raised concerns regarding employees having to make both the employee and employer pension contributions while on a family medical leave. While there have been no specific issues within MCU as of yet, OPSEU advised that OSS may have been advising employees in other ministries that it must make both the employee and employer contributions.</p> <p>The Employer advised that it will reach out to OSS to clarify. The Employer also requested that OPSEU notify the Employer of any related issues within MCU that it becomes aware of.</p> | <b>Employer</b>    | Employer to provide an update. |

| <b>Date Tabled</b>   | <b>Business Arising</b>                              | <b>Referred to</b> | <b>Action</b>                            |
|--|--|--------------------|--|
| <b>September 29, 2020<br/>December 15, 2020<br/>March 10, 2021</b> | <b>Re-opening Ontario Public Services Workplaces</b> | <b>Employer</b>    | Employer to continue to provide updates. |

| Date Tabled  | Business Arising  | Referred to            | Action  |
|--|---|------------------------|---|
|  | <p>The Employer advised that there are no notable updates at this time. As per the most recent memo sent to all staff, workplace reintegration plans will remain paused until further notice and staff will continue to work remotely as much as possible.</p> <p>The Employer continues to notify OPSEU of positive COVID-19 cases, where 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><br/> <b>March 10, 2021</b></p> | <p><b>Re-evaluation of User Acceptance Test</b></p> <p>As the re-evaluation of the job spec did not receive technical marks, the Employer will resubmit the job spec to JEIB for an additional review to ensure it accurately reflects any technical aspects of the job duties.</p>   | <p><b>Employer</b></p> | <p>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><br/> <b>March 10, 2021</b></p> | <p><b>Seasonal Positions</b></p> <p>The Employer continues to review seasonal positions. Staffing related to these positions are on pause. There is a regular schedule for seasonal employees, which includes 10 months of seasonal work and 2 months of hiatus.</p>  | <p><b>Employer</b></p> | <p>Employer to continue to provide updates.</p>     |

| Date Tabled | Business Arising  | Referred to | Action |
|-------------|---|-------------|--------|
|             | <p>OPSEU inquired whether the Employer is including any of these employees on the redeployment list. Employer stated that it is not at this time.</p> |             |        |

| Date Tabled  | Standing Items   | Referred to            | Action  |
|--|--|------------------------|---|
| <p><b>March 10, 2020</b><br/> <b>June 9, 2020</b><br/> <b>Sept 29, 2020</b><br/> <b>December 15, 2020</b><br/> <b>March 10, 2021</b></p> | <p><b>Seniority List, Seasonal List, Fixed Term List, TEI Statistics</b></p> <p>The Employer provided the lists in advance of the MERC meeting and clarified relevant updates to those lists.</p> <p>OPSEU inquired if the Employer was going to consider TEI approvals for this fiscal year. The Employer advised that it has no specific updates at this time, but it continues to review TEI.</p> | <p><b>Employer</b></p> | <p>Employer to continue to provide updates.</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><br/> <b>March 10, 2021</b></p> | <p><b>Indigenous Education</b></p> <p>The Employer advised that it is acquiring more accurate statistics regarding how many MCU employees are still left to register for cultural training.</p>  | <p><b>Employer</b></p> | <p>Employer to provide quarterly updates.</p>   |
|  |  |                        |   |

| Date Tabled   | Standing Items  | Referred to            | Action  |
|---|---|------------------------|---|
| <p>March 10, 2020<br/>June 9, 2020<br/>Sept 29, 2020<br/>December 15, 2020<br/>March 10, 2021</p> | <p><b>Training and Development – Mandatory Training, Learning and Development</b></p> <p>Each ministry is responsible for developing its own anti-racism action plan by March 31, 2021.</p> <p>As part of developing its action plan, the Employer held nine consultations with staff and management. The Employer also received anonymous responses through its Microsoft form.</p> <p>The Employer is currently reviewing information gathered through its consultations and digital forum. MCU's action plan should be accessible after March 31<sup>st</sup>, but the Employer is still awaiting confirmation regarding the release of the plans.</p> | <p><b>Employer</b></p> | <p>Employer to continue to provide updates.</p> |

Next Meeting Date Scheduled for: **June 23, 2021**

For the Union:

For the Employer:




Nathan Kumaru

Maria Mellas

Date: March 12, 2021

Date: March 15, 2021