

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

Sept 29, 2020
Teleconference

In Attendance

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

Date Tabled	Standing Items	Referred to	Action
<p>March 10, 2020 June 9, 2020 Sept 29, 2020</p>	<p>Redeployment</p> <p>No one on redeployment list at this time.</p>	<p>The Employer</p>	<p>No action.</p>
<p>March 10, 2020 June 9, 2020 Sept 29, 2020</p>	<p>Seniority List, Seasonal List, Fixed Term List, TEI Statistics</p> <p>OPSEU inquired who approves TEI and the frequency of formal discussions on approval.</p> <p>The Employer advised the approval process goes through Deputy Minister and Assistant Deputy Minister. The discussions are ongoing with no set formal dates.</p> <p>TEI applications continue to be reviewed. Current stats for TEI include the former MTCU staff structure.</p> <p>OPSEU inquired of a position that is incorrectly coded in WIN.</p> <p>The Employer will correct the error and provide an update when it becomes available.</p> <p>All lists were provided in advance of MERC.</p>	<p>The Employer</p>	<p>No action.</p>

Date Tabled	Standing Items	Referred to	Action
	<p>All lists to be provided quarterly, in advance of MERC meetings, unless there is an identified need to review the list outside of these timelines.</p> <p>There continues to be an ongoing review of the fixed-term list for conversion purposes.</p>		
<p>March 10, 2020 June 9, 2020 Sept 29, 2020</p>	<p>Indigenous Education</p> <p>Employer continues to implement cultural training across the province. Target completion date across OPS is 2021.</p> <p>Between April to June, there were 22 registrants. Process is still ongoing.</p>	<p>The Employer</p>	<p>Employer to provide quarterly updates.</p>
<p>March 10, 2020 June 9, 2020 Sept 29, 2020</p>	<p>Training and Development – Mandatory Training, Learning and Development</p> <p>The Union inquired if there was any mandatory, new training required for staff, or mandatory training for new hires?</p> <p>The Employer advised that there is currently no mandatory training required for staff, and mandatory training continues for new hires.</p>	<p>The Employer</p>	<p>No action.</p>
<p>March 10, 2020 June 9, 2020 Sept 29, 2020</p>	<p>COVID-19</p> <p>GROW meeting date TBD.</p>	<p>The Employer</p>	<p>Employer to follow-up with a set date for the GROW meeting.</p>

Date Tabled	Business Arising	Referred to	Action
March 10, 2020 June 9, 2020 Sept 29, 2020	Re-evaluation of User Acceptance Test The Employer advised that the job has been updated, and the classification remained the same after the re-evaluation and announced the outcome to the staff. OPSEU requested a revised copy of the job spec including classification points and rater's notes. OPSEU raised concerns around further documents not being provided to the employees after the review.	The Employer	The Employer will follow up and provide an update.
March 10, 2020 June 9, 2020 Sept 29, 2020	Continuity of Operations Plan (COOP) and Pandemic Plan The file will be sent to OPSEU for review.	The Employer	The Employer to send a copy to OPSEU.
March 10, 2020 June 9, 2020 Sept 29, 2020	Seasonal Positions Employer has no updates. OPSEU inquired when this will be revisited. OPSEU has raised concerns that this is a long-	The Employer	The Employer will provide an update at the next MERC meeting.

Date Tabled	Business Arising	Referred to	Action
	standing item and requested updates and further movement of the item.		
March 10, 2020 June 9, 2020 Sept 29, 2020	LERC Participation Employer has identified management representatives for the Toronto LERC. OPSEU advised union representatives are still in the process of being identified.	The Union	The Union to provide identification of union representatives once confirmed.
March 10, 2020 June 9, 2020 Sept 29, 2020	Multi-Year Plan Employer is unable to provide the Plan. Given the judicial review, OPSEU, again, is requesting mandate letters and the Multi-Year Plan. OPSEU provided the link to management regarding the judicial review.	The Employer	The Employer to provide an update at the next MERC meeting.
March 10, 2020 June 9, 2020 Sept 29, 2020	Travel Policy Employer advised that given there is no defined language surrounding the term 'reasonable', the old standard is acceptable, for example: <ul style="list-style-type: none"> - 10% on a taxi fare 	The Employer	Remove from the agenda.

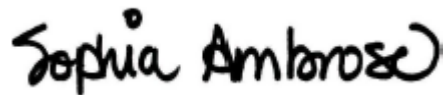
Date Tabled	Business Arising	Referred to	Action
	<ul style="list-style-type: none"> - \$2-\$5 for housekeeping for up to two nights in a hotel, up to \$10 for a longer stay - \$2-\$5 per bag for a porter <p>Remove from the agenda, revisit when traveling is reinitiated.</p>		

Date Tabled	New Business	Referred to	Action
<p>Sept 29, 2020</p>	<p>Re-opening Ontario Public Services Work Places</p> <p>Employer advised a subsequent meeting with GROW members will be held to cover the plan in detail.</p> <p>Employer advised direction was provided to ministries, reminding them to finalize their plans to reintegrate staff into physical workplaces, but to pause implementing those plans until mid-October.</p> <p>The timing of implementation will be re-assessed based on conditions as we approach mid-October.</p>	<p>The Employer</p>	<p>The Employer to provide update at the next MERC meeting.</p>

Date Tabled	New Business	Referred to	Action
	<p>OPSEU inquired what the mask management will look like if procedures/measures are not followed, and if a further discussion around the re-entry plan when it reactivates can occur.</p> <p>OPSEU inquired whether there is a separate plan in place for if/when there's a second wave.</p>		
Sept 29, 2020	<p>Ministry Organizational Chart</p> <p>Employer to provide a copy of the updated organizational chart.</p>	The Employer	The Employer to provide a copy.
Sept 29, 2020	<p>2021 Meeting Dates</p> <p>Next meeting dates are to be determined, possibly in March.</p>	The Employer	To be scheduled.

Next Meeting Date Scheduled for: December 15, 2020

For the Union:



Sophia Ambrose

Date: October 5, 2020

For the Employer:



Maria Mellas

Date: October 7, 2020