

## Ministry Economic Development, Job Creation and Trade

### MERC MEETING MINUTES

#### Location Details

- Date: April 9<sup>th</sup> 2020
- Location (teleconference): Microsoft Teams / Alternatively: Call 416-212-8010 / Passcode: 7900465
- Meeting start: 1:40pm

#### In Attendance

For the Union	For the Employer	Guests	Regrets
<ul style="list-style-type: none"><li>• Sandra Small, Co-Chair</li><li>• Ann Matyas</li><li>• Kathleen Demareski (OPSEU)</li></ul>	<ul style="list-style-type: none"><li>• Annette Azzopardi, Co-Chair</li><li>• Courtney Holmes</li><li>• Justin Danis</li><li>• Daniel DiCroce, ERA (employer)</li></ul>		

#### A. Business Arising

Item	Discussion	Action
<b>Minutes</b>	<ul style="list-style-type: none"><li>• The January 17<sup>th</sup> 2020 minutes in accessible format were signed off by both parties and will be posted on the ministry InsideOPS.</li></ul>	Management to post the accessible minutes on Intranet site

## B. Business Arising from Minutes

Item	Discussion	Action
1. Revival of MEDJCT LERC Committee	<ul style="list-style-type: none"> <li>• OPSEU provided Management with an update regarding the revival of the LERC.</li> </ul>	OPSEU to provide update next meeting
2. Status of Level 2 MERC Training for April 1, 2020	<ul style="list-style-type: none"> <li>• Item to be deferred</li> </ul>	No actions required

## C. New Business

Item	Discussion	Action
1. Information Share/Disclosures	<ul style="list-style-type: none"> <li>• Organizational Changes in MEDJCT, Business Partnerships &amp; Programs Division (August 9, 2019)               <ul style="list-style-type: none"> <li>○ Management and OPSEU discussed the info-share and the impacts to the division.</li> </ul> </li> <li>• Transfer of research programs to Ministry of Colleges and Universities               <ul style="list-style-type: none"> <li>○ Management and OPSEU discussed the disclosure and the impacts to the division.</li> </ul> </li> <li>• Update on McKinsey &amp; Company Consultations               <ul style="list-style-type: none"> <li>○ Management provided OPSEU an update regarding the status of the consultations and next steps.</li> </ul> </li> </ul>	No actions required
2. COVID-19 Pandemic Issues	<ul style="list-style-type: none"> <li>• Paid Leave of absence for those who cannot work from home</li> </ul>	Dialogue to continue next meeting

Item	Discussion	Action
	<ul style="list-style-type: none"> <li>○ Management informed OPSEU that all ministry employees can work from home and discussed work from home challenges. Management indicated that staff should communicate with their managers if concerns arise.</li> <li>● Vacation credit <ul style="list-style-type: none"> <li>○ Management and OPSEU agree that staff should communicate with their managers if concerns arise. Each situation will be continually monitored.</li> </ul> </li> <li>● Health and Safety concerns <ul style="list-style-type: none"> <li>○ OPSEU and Management had a discussion regarding enhanced cleaning measures when work returns to the office.</li> </ul> </li> <li>● Performance Plan <ul style="list-style-type: none"> <li>○ Management informed OPSEU that performance plans have been delayed but will continue.</li> </ul> </li> <li>● Further Pandemic Planning <ul style="list-style-type: none"> <li>○ Management and OPSEU had a discussion regarding continuity planning.</li> </ul> </li> </ul>	

## D. Standing Items

Item	Discussion	Action
<b>1. TEI</b>	<ul style="list-style-type: none"> <li>Management provided OPSEU with an update.</li> </ul>	No actions required
<b>2. VEO</b>	<ul style="list-style-type: none"> <li>Nothing new to report.</li> </ul>	No actions required
<b>3. Active Surplus</b>	<ul style="list-style-type: none"> <li>Nothing new to report.</li> </ul>	No actions required
<b>4. Fixed Term Contracts / Long Term Temporary Assignments</b>	<ul style="list-style-type: none"> <li>OPSEU inquired about specific fixed-term contracts. Management provided reports and updates regarding contracts to OPSEU.</li> </ul>	Management to follow-up
<b>5. Bargaining Unit Percentage of Employment</b>	<ul style="list-style-type: none"> <li>Management provided reports and an update to OPSEU that reflect the changes to the ministry (Research and Science branch to MCU and OINP to MLTSD).</li> </ul>	No actions required
<b>6. Alternative Work Arrangement Updates</b>	<ul style="list-style-type: none"> <li>Management and OPSEU had a discussion regarding AWAs.</li> </ul>	No actions required
<b>7. MEDJCT (Joint Health &amp; Safety Committees)</b>	<ul style="list-style-type: none"> <li>Management provided OPSEU with an update regarding joint health and safety committees within MEDJCT.</li> </ul>	No actions required
<b>8. Diversity and Inclusion</b>	<ul style="list-style-type: none"> <li>Management and OPSEU had a discussion regarding diversity and inclusion programs within the ministry and how they have been impacted as a result of COVID-19.</li> </ul>	No actions required

Item	Discussion	Action
<b>9. Employee Engagement Initiative</b>	<ul style="list-style-type: none"> <li>Management provided OPSEU with an update regarding the availability of survey results.</li> </ul>	No actions required

**E. Other Business**

Item	Discussion	Action
<b>1. Update on Local 502 Executive Committee Election – MEDJCT Stewards</b>	<ul style="list-style-type: none"> <li>OPSEU provided Management with an update of election winners.</li> </ul>	No actions required

**F. Next Meeting Details**

Date: Thursday June 4<sup>th</sup> 2020

Location: TBD

End meeting: Meeting adjourned 2:36pm

**Originally Signed**

<b>Co-Chair (For the union)</b>	<b>Co-Chair (For the employer)</b>
<b>eApproved</b>	<b>eApproved</b>
Sandra Small	Annette Azzopardi
Dated: April 9 <sup>th</sup> 2020	Dated: April 9 <sup>th</sup> 2020
Ministry of Economic Development, Job Creation and Trade	Ministry of Economic Development, Job Creation and Trade