

OPSEU Unified Bargaining Unit PE/JE Joint Steering Committee Minutes

Date:	February 12, 2020.
Time:	10:30 a.m. – 12:30 p.m.
Location:	100 Lesmille Road, North York
Attendees:	<p>OPSEU: Neil Martin, CERC Chair Roxanne Barnes, Negotiator (OPSEU) Len Elliot, Supervisor (OPSEU) Daryl O’Grady, Member (OPSEU) Heidi Steffen-Petrie, Member (OPSEU)</p> <p>Employer: Margaret Watson, Director, JEI Branch, MGCS Anna Marie LiPreti, Manager, JEI Branch, MGCS Jennifer Price, Director, Employee Relations, TBS Bianca Joseph, JE Specialist, JEI Branch, MGCS Kaleigh Pinto, Corporate Staff Relations Officer, TBS</p> <p>Regrets: Ayla-Lisa Davey, Pay Equity Negotiator Cameron Pyl, Manager, Corporate Staff Relations TBS</p>

Discussion Item	Notes	Action Item
1 Minutes from last meeting	<ul style="list-style-type: none"> - Both OPSEU and the Employer approved and signed the January 2020 JSC Meeting Minutes. 	Employer to post approved and signed meeting minutes to SharePoint.
2 Joint Working Group (JWG) Update	<ul style="list-style-type: none"> - The Employer provided an update on the JWG job class analysis work completed to date. - The parties discussed management of outlier jobs discovered during job class analysis. Both parties agreed to revisit outliers to either identify an appropriate existing job class or create a new job class. 	Employer to share data on vacant classes with OPSEU prior to March discussions.
3 Update on Roll-Out of Test Phase	<p>Information Sessions</p> <ul style="list-style-type: none"> - The parties reviewed attendance rates for the completed information sessions and agreed to hold an additional session on the afternoon of Wednesday, February 19th, 2020. 	

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	<ul style="list-style-type: none"> - Both parties continue to follow-up with outstanding test participants. <p>Questions from participants</p> <ul style="list-style-type: none"> - The Employer provided a summary of questions received through the employer email inbox and through the information sessions. <p>Communications</p> <ul style="list-style-type: none"> - The parties discussed key take-aways from the test phase communication roll-out. - The parties agreed further outreach to participants may be required for non-desk jobs in the full-survey phase. 	
4 Mercer Training Deck	<ul style="list-style-type: none"> - Both parties reviewed the Mercer training deck. - OPSEU expressed interest in including JSC members in the 2-day training on the GNCS testing process. - Mercer training will be scheduled for March 10th & 11th and held at 315 Front Street. 	Employer to post PIQ rating spreadsheet to SharePoint.
5 Full Survey – Preliminary Workplan	<ul style="list-style-type: none"> - The Employer tabled a draft workplan for the full-survey. <p>Communication Roll-Out</p> <ul style="list-style-type: none"> - Parties agreed to an additional JSC meeting on Monday, March 9th at 1 p.m. to discuss communication strategy for the full survey. <p>Virtual Information Sessions</p> <ul style="list-style-type: none"> - Parties discussed pre-recording information sessions for the full-survey to allow participants to access the session on-demand. <p>Selection of Participants</p> <ul style="list-style-type: none"> - OPSEU expressed interest in extending offers to members to participate in the full-survey. 	<p>Employer to discuss logistics and approvals required for senior level joint communication to members.</p> <p>Employer to investigate intention of ToR – survey percentage of each job class.</p> <p>Employer to consult Mercer on acceptable response rate to PIQs to confirm validity of results.</p>

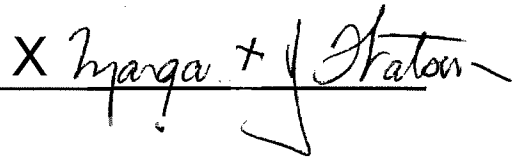
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6 Other Business	Bilingual PIQs - Test participants may respond to their PIQ in French if their job requires them to exclusively use French language (i.e. not bilingual).	

For the Union:

For the Employer:

X 

X 

Dated: March 10, 2020