

Ministry Employee Relations Committee - Unified

Ministry of the Solicitor General

DRAFT Minutes

Friday, May 14, 2021

via Microsoft Teams

Attendees

For the Union

- Ram Selvarajah (Co-Chair)
- Jim Sloots (Vice Co-Chair)
- Sandra Harper

For the Ministry

- Troy Fernandes (Co-chair)
- Kevin Sawicki
- Pamela Sebestyen-Yu

Guests

- Alphonse Barikage, Manager, Corrections Conflict Management Office (CCMO), Christine Hirschberg, Team Lead, CCMO, and Susan Hullah, Conflict Management Practitioner, CCMO

Minutes

- Derek Cheung, Strategic Business Unit Advisor

Previous Business

1. **COVID-19** – With the new, more contagious variants continuing to pose significant risks, the Ontario government, in consultation with the Chief Medical Officer of Health, has extended the Stay-at-Home Order ([O. Reg. 265/21](#)) until at least June 2, 2021. All public health and workplace safety measures under the [provincewide emergency brake](#) will also remain in effect.

The OPS will continue to pause on workplace reintegration plans until at least June 2021.

The committee understands that the situation remains fluid and updates will be provided as they are available.

Action: Update to be provided at the next meeting

- 2. Animal Welfare Unit** – Due to a scheduling issue, AWS management were unable to attend. The committee agreed to set-up an ad hoc committee meeting and invite AWS management to attend and provide an update.

Action: Meeting with AWS management – scheduled for June 3, 2021 at 1:00 pm

3. Ontario Fire College

All staff have been placed, with the exception of four (4) staff members who were provided surplus notice in March 2021, per their election.

Action: remove from agenda

General

1. The Committee would like to thank Drew Maddison for his participation on the SOLGEN-MERC committee, and would also like to welcome Jim Sloots to the committee at this time.

Standing Items

- 1. Surplus List** – Four (4) Fire College employees are currently on the surplus list.
- 2. Conversion List/Unclassified Employees** – list as of April 30th, 2021 was shared with the Union.
- 3. Recent Disclosures** – Employer shared recent disclosures on May 13, 2021.

4. Transition Exit Initiative (TEI) – the following numbers represent TEIs for staff in SOLGEN-Unified as of January 31, 2021 since 2013:

- Approved Applications: 63
- Total Applications (excludes those applications which have been withdrawn): 170
- Approval Rate: 37%

5. OFMEM Workplace Improvements –

- The strategic plan was completed and sent out to staff in the first week of April 2021.
- Respectful workplace training has been completed
- Established committees which are long-standing and on-going currently looking at: on-boarding, communications, policy and procedures.
- There's been an investment in mental health supports for staff
- Anti-racism and inclusion strategies are included in the strategic plan and a committee has been established. The first meeting of this committee will be occurring soon.
- Informal recognition of employees – will be launching later this year
- Will continue to focus on and enhance the various strategies included in the plan as it's rolled out and effectiveness measured
- Union to check in with LERC to determine whether this issue needs to remain as a standing item at this table

Action: Union to provide update at the next meeting

New Business

Corrections Conflict Management Office (CCMO) – Presentation

- Presentation by Alphonse Barikage, Manager, Corrections Conflict Management Office (CCMO); Christine Hirshberg, Team Lead, CCMO, and Susan Hullah, Conflict Management Practitioner, CCMO
- Nov 5 2020, the Deputy Solicitor General announced the corrections anti-racism action plan
 - The creation of the CCMO is a commitment to the anti-racism strategy

- The CCMO Strategy will be launched in three phases
 - Phase 1: Support to managers and HR (June 1, 2021)
 - Phase 2: Early resolution call centre – foundation and body of the strategy work (September 2021)
 - Phase 3: Internal Investigations & Enhanced Supports (December 2021)

Next Meeting Dates

- Meeting with AWS – scheduled for June 3, 2021
- Regular meeting: September 17, 2021
- November meeting rescheduled to November 23, 2021

Signatures

For the Union

Original signed by: Ram Selvarajah

For the Ministry

Original signed by: Troy Fernandes