

**Unified OPSEU Ministry Employee Relations Committee (Unified MERC)  
Ministry of the Solicitor General**

Minutes  
September 17, 2021  
via Microsoft Teams

**For the Union**

- Ram Selvarajah (Co-chair)
- Jim Sloots, (Vice Co-chair)
- Sandra Harper, Unified MERC member

**For the Ministry**

- Troy Fernandes (Co-chair)
- Kevin Sawicki, Director, Strategic Business Unit
- Bart Nowak, Manager, Strategic Business Unit
- Faye Wu, Strategic Business Advisor, HR Strategic Business Unit

**Minutes**

- Pam Sebestyen-Yu, Strategic Business Advisor, HR Strategic Business Unit

**Guests**

- Navdeep Sidhu-Gill, Deputy Director, Compliance and Enforcement for Animal Welfare Services (AWS)
- Georgios Fthenos, Director & Deputy Chief Inspector, AWS
- Alphonse Barikage, Manager, Corrections Conflict Management Office (CCMO)
- Christine Hirschberg, Team Lead, CCMO

**New Items**

**1. Corrections Conflict Management Office (CCMO) to present on the implementation of the Early Resolution Centre**

The CCMO provided an overview of implementation particularly the expansion of services to all staff within Correctional Services (Phase Two) effective October 4, 2021. Employees who have questions pertaining to the CCMO can speak with their manager or contact the CCMO directly at [askccmo@ontario.ca](mailto:askccmo@ontario.ca).

The CCMO is committed to returning to the MERC committee on any future updates to the implementation plan.

Action: Remove from the agenda.

## **2. AWS to discuss the possible creation of a RERC (Regional Employee Relations Committee)**

AWS senior management provided an update on the staff compliment within the AWS. Current complement was indicated as 111.

The parties are interested in creating a regional employee relations committee (RERC) to allow for staff and management to better address local and provincial workplace issues.

The parties will look to develop a strategy to engage staff by the end of the calendar year for the creation of the RERC.

Action: **Both parties to provide an update at the next MERC meeting.**

## **3. National Day for Truth and Reconciliation – September 30, 2021**

The Union requested clarification regarding the National Day for Truth and Reconciliation.

Treasury Board Secretariat Deputy Minister, Deborah Richardson, sent an all OPS staff memo on Friday, September 3, 2021, announcing the OPS's recognition and commemoration of the National Day for Truth and Reconciliation on September 30, 2021.

On this day, staff will be encouraged to attend one of the ceremonies that are being held in locations across the province to further explore and reflect upon the historical necessity of this day.

Divisions with critical front-line services are required to maintain these services on September 30, 2021 and ensure adequate staffing is in place.

Employees who have any questions about September 30, 2021 can speak with their Manager or Human Resources Advisor.

Action: Issue addressed, remove from the agenda.

## **Previous Items**

- 1. COVID-19 Emergency** – Update on September 8, 2021 all OPS employee Memo, from the Deputy Minister, Treasury Board Secretariat regarding the

Gradual Return to OPS Workplaces (GROW). Indicating that Phase 3 of the GROW has been extended from October 18, 2021 to November 1, 2021.

The Ministry's GROW plan can be found at the following link:

<https://intra.ontario.ca/solgen/ministry-of-the-solicitor-general-grow-guideline>

Employees who have questions regarding their return to work can contact their manager for further information.

Once the OPS Vaccination requirements/policy (Safe Workplace Directive) is finalized it will be communicated through regular communication channels.

Action: Updates to be provided as available.

## **Standing Items**

### **1. Employment Stability List**

The employer shared the ministry surplus list with OPSEU and there are four (4) employees on the list.

Action: No further action is required at this time.

### **2. Conversion List/Unclassified Employees**

The Employer shared the Ministry August 2021, conversion list.

Action: The Employer to respond to specific questions from the Union pertaining to the list. No further action required at this time.

### **3. Recent Disclosures**

The Employer provided a listing of all OPSEU bargaining unit disclosures up to September 17, 2021.

The Union has raised the concern around disclosures communication issues pertaining to OPSEU Unified/OPSEU Corrections. OPSEU recommends that both chairs of Unified/Corrections be included when disclosures are distributed.

The Employer must take internal steps to ensure that appropriate communication measures are followed with respect to Bargaining Unit disclosures. The Employer will consider OPSEU's request and will reply by the next meeting.

Action: Employer to provide update at the next meeting.

#### 4. Transition Exit Initiative (TEI)

No new TEI data available currently.

Action: Employer to provide updated TEI data at the next meeting.

#### 5. OFMEM Workplace Improvements

No new updates have been provided at this time. Discussion pertaining to the OFMEM Workplace Improvements are scheduled to take place at the Local Employee Relations Committee (LERC).

Action: Both parties to provide an update for the next meeting.

### Next Meeting

Remaining 2021 Unified MERC meeting:

- November 23, 2021 – 10:30 – 12:00 pm.

### Signatures

For the Union:

For the Ministry:



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Ram Selvarajah

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Troy Fernandes