

MINUTES

In Attendance:

For Management:

Milind Deshpande (Co-Chair)*
 Shirley Carder

For the Union:

Ron Marciniak (Co-Chair)
 Fariya Chowdhury

Regrets:

Junaid Akhtar
 Nancy Brooks (HRA)**

* Indicates in the chair

** A permanent HRA will be assigned to attend beginning next meeting in Mar'19.

ITEM	DISCUSSION	ACTION
1. Agenda	<ul style="list-style-type: none"> Proposed agenda items were jointly reviewed, discussed and agreed upon for inclusion into today's meeting. 	Agenda was approved.
2. Terms of Reference (TOR)	<ul style="list-style-type: none"> All participants reviewed a copy of the TOR shared by Ron and agreed to accept as an applicable reference for these meetings. Ron pointed out article 4.06 regarding minutes of the meeting. All participants agreed to that management members will take the responsibility for documenting and publishing the minutes of meeting. 	<p>Management team to draft minutes and finalize within 2 weeks.</p> <p>TOR to be reviewed following finalization of LERC committee composition.</p>
3. LERC Committee Composition at 777 Bay Street for EDU	<ul style="list-style-type: none"> There's a need to have a latest copy of the workforce inventory list for 777 Bay. Workforce planning unit within HR-SBU or CMSD needs to be contacted. 	Milind will contact EDU Workforce planner and obtain the list for sharing with all.

		The Union noted that the previous composition that halted in 2013 was EDU/TCU. Both the Union and employer will provide their recommendation at the next LERC meeting of whether to continue or to have separate LERCs' for EDU and TCU.
4. AMPCEO and OPSEU – Range of authority	<ul style="list-style-type: none"> • There is a need to provide clarification about staff-manager responsibilities, authority and its level of reach. • This is in the context of confusion that likely exists and/or experienced by a few staff -while working/collaborating on an initiative (such as an operational item or a project)- where unionized staff in some functional lead role from one union asked questions to staff (team members) from another union and such questions are typically posed by a manager responsible. 	Milind and Shirley to request all local EDU and Cluster Directors to inform their management staff about reiterating staff-manager reporting relationship and providing clarity about it, especially considering manager's functions that cannot be executed by any unionized staff (HR matters, attendance, absenteeism, etc.)
5. Next meeting	Will be on Thursday, 21-Mar-2019	Publish minutes and the agenda.

Signed: Nov. 27, 2018



Management Co-Chair



Union Co-Chair