

MEMORANDUM

TO: All Presidents with members in the Ministry of Citizenship & Immigration
All Stewards in the Ministry of Citizenship & Immigration

FROM: Brian Gould, OPS Supervisor

DATE: June 29, 2009

SUBJECT: **Ministry of Citizenship & Immigration
ERC Minutes – June 26, 2009**

Attached, for your information, are the minutes of the above captioned meeting.

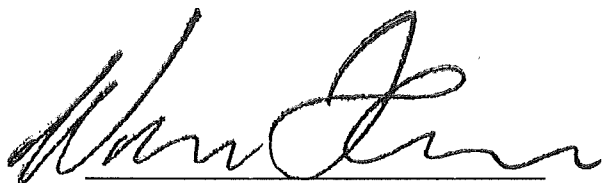
Please post or otherwise make them available to the members in your workplaces.

Also attached is a MERC referral form which should be used when referring unresolved local issues to the ministry level. The referral should be sent care of the Job Security Unit with all the supporting documentation, (e.g. minutes, correspondence, etc.), with any referrals.

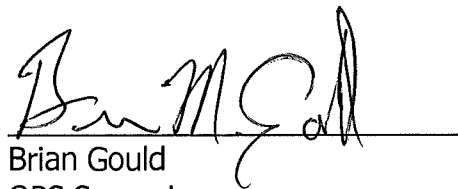
PLEASE NOTE: THESE MINISTRY MINUTES WERE PREPARED BY THE EMPLOYER.

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,



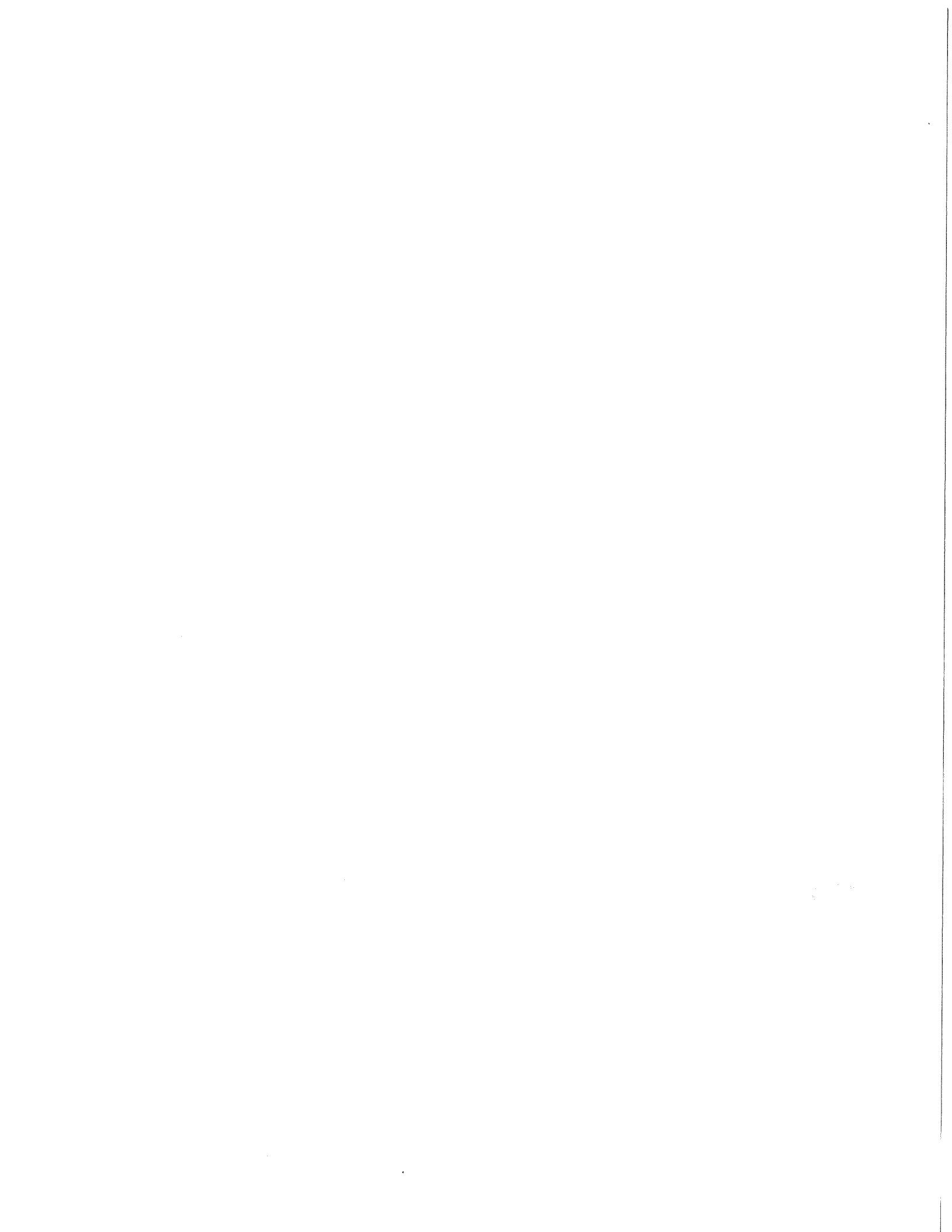
Warren (Smokey) Thomas
President



Brian Gould
OPS Supervisor

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att.

cc: MERC Chairs
Ministry ERC



MINISTRY OF CITIZENSHIP AND IMMIGRATION

MERC MEETING MINUTES

Date: Friday June 26, 2009

Location: OPSEU Toronto Regional Office



<p>FOR THE EMPLOYER:</p> <p>Joanne Benard (for B. Lemire) (Co-Chair) Susan Seaby Brian Beattie</p> <p>Margaret Watson (MGS ER Advisor)</p>	<p>FOR OPSEU:</p> <p>Nancy Recollét (Meeting-Chair) Larry Curley Sue Morrison</p> <p>Judith Marion (OPSEU Job Security Officer)</p>
<p>REGRETS: Brian Lemire</p>	
<p>Guests: Todd Kilpatrick, Janice Millar, Danielle Racine, Dominique Guillaumant</p>	
<p>Recorder: Cathy Luna</p>	

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
1. PREVIOUS MINUTES	Minutes of May 14, 2009 meeting – signed and posted.	
2. BUSINESS ARISING: (Updates)		
a) Terms of Reference	<p>Management is seeking a legal opinion regarding the revised language as proposed by the Union for Article 5.1 (iii).</p> <p>Committee has agreed that the RERCs and LERCs can commence to meet and the parties will distribute the draft T.O.R with the RERCs and LERCs and will note that 5.1 (iii) is still under discussion and everything else has been agreed to.</p>	<p>Management will report back to the Union once the legal opinion has been received. Once T.O.R is finalized Management will facilitate obtaining signatures.</p>

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
b) Definitions of French language Proficiency levels	<p>Management confirmed that there are 40 designated positions (OPSEU and other bargaining units) and that last year 92% were filled within the Ministry. As well, the number of 'identified' positions is unknown within the Ministry.</p> <p>OPSEU referred to the Ministry of Tourism website and indicated that there is a contact list identifying consultants that would provide FLS services in the regions, however, the identified contacts are not bilingual. Management will review the list.</p> <p>Management also confirmed that when applicants are applying to positions, a job description is attached to the job ad and the proficiency level is noted in the job description. If a candidate does not meet the proficiency level, each case is examined to determine if the candidate can fill the position conditionally.</p> <p>Management provided information on MCI's obligation on Francophone Participation and the Public Consultation Process and Management will provide electronic version.</p>	<p>Management will look into the Ministry of Tourism site and the contact list.</p> <p>Management will also look at the seniority list to ensure the designated positions are identified on a go forward basis.</p>
c) Emergency Management Preparedness Plan	Deferred to October 2009 meeting.	Management will invite Ministry Emergency Management Coordinator.
d) Ontario Works Placements in MCI	Management confirmed there are no Ontario Works Placements in MCI.	Remove from agenda.
3. STANDING ITEMS		
a) Program Updates	<p>Management advised that the Immigration Policy Branch's focus will be on re-negotiating the Canadian-Ontario Immigration Agreement and the Pan / Canadian Framework. A request was made to monitor any staffing implications.</p> <p>Successful Amethyst Awards held; first time webcast across the province was highly successful which allowed greater participation across the province.</p> <p>OWD provided information on a number of initiatives and campaigns underway. Staff in southwest received an Amethyst Award for their work on Neighbours, Friends and Families campaign. New campaign to engage men in talking to boys about gender equality was launched last week and the OWD will be identifying ways to engage the OPS in this campaign.</p>	Item remains a standing item.

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
b) Results Based Planning and Expenditure Management Strategy	The 2009-2010 RbP Briefing Book was provided to MERC members with an overview of key items.	Item remains a standing item.
c) OPS Employee Survey (MCI)	<p>In relation to the 2009 survey, Management indicated that the MCI response rate was 87.4 % (249 people) up from the 2007 response rate of 70.3% (208 people). OPS response rate is 58.9%.</p> <p>MCI's Engagement Score is 72.34 showing a significant increase over 2007 score of 64.87. The OPS's Engagement Score is 72.47. The Employee Engagement Index comes from a series of key questions within the survey.</p> <p>The identified top priorities items for the OPS are: Leadership Practices; Opportunities for Growth and Advancement; Organizational Communication; Fair HR Practices; Learning and Development Opportunities. The MCI specific priorities are not yet known and will be shared once known.</p>	Item remains a standing item.
d) ERC Training	Item is currently being discussed and planned at CERC and once dates are known co-chairs will communicate to RERC and LERC counterparts. Participation is encouraged.	Item remains a standing item.
e) Compressed Work Week	Management advised that if staff is interested in a compressed work week, they should talk to their manager and that Article 10 of the OPSEU collective agreement provides a template and information related to work arrangements. Appropriate signatures are required both on the Union and Employer side.	Remove from agenda.
f) OPSEU Divisional Update and goals	Committee agreed to discuss how to heighten awareness about 'anti-bullying' at the next meeting within the Ministry.	Item remains a standing item.
g) Fixed-term (unclassified) list	Management shared fixed-term staff lists with the MERC Co-Chairs on June 18, 2009.	Management will respond to the one question under separate cover.

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
4. NEW BUSINESS		
a) Summer Students	Management confirmed that there are SEP students and regular summer students in the Ministry. Management indicated that the expectation is that students are oriented and that it includes a health and safety component.	Remove from agenda.
b) New Position-disclosures	Management confirmed there are no new position disclosures as per Article 1.4 of the OPSEU collective agreement at this time.	Remove from agenda.
c) Lateral Transfers	Management confirmed that there are no lateral transfer requests on file.	Remove from agenda.
d) MCI Wellness Strategy	<p>Management indicated there is no MCI Wellness plan, however there have been a number of activities in the past that have a wellness component e.g. flu clinic.</p> <p>In MCI, there have been a number of communiqués to staff to heighten awareness about H1N1. Hand sanitizers have also been installed in a number of office areas and managers are currently updating staff contact lists. Pandemic plans are currently being updated as new information becomes available.</p>	Remove from agenda.
NEXT MEETING:	Employer to survey its team re: October 1, 2009 and week of December 14, 2009. All meetings to be in the morning, three hours duration.	

For the Union  Nancy Recollet	Date June 26, 2009	For the Employer  Joanne Benard	Date June 26, 2009
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