

M E M O R A N D U M

TO: All Presidents with members in the Ministry of Environment
All Stewards in the Ministry of Environment

FROM: Brian Gould, OPS Supervisor

DATE: June 17, 2010

SUBJECT: **Ministry of Environment
Health & Safety Committee
ERC Minutes – March 9, 2010**

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

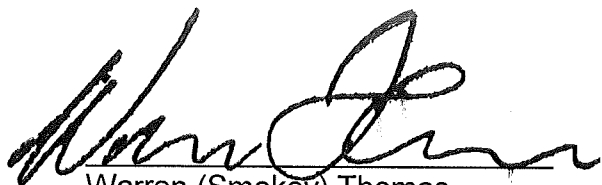
Please post or otherwise make them available to the members in your workplaces.

Please use the 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.).

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 THE ENVIRONMENT
MINISTRY EMPLOYEE RELATIONS COMMITTEE
MINISTRY HEALTH & SAFETY (OPSEU) COMMITTEE**

**Tuesday March 9, 2010
Rm. 1010
40 St. Clair Ave. West
Toronto, Ontario
1:00 p.m. to 4:00 p.m.**

In attendance:

Management

Debra Sikora, Co-Chair
Jacques LeGris
Gayla Campney
Dan Urquhart
(filling in for Cammy Moodie)

Union

Janis Pechinger, Co-Chair
Larry Lefebvre
Dallas Takeuchi
Charles Wakefield

Advisors:

Doug Milic, CER, MGS

Sandra Harper, OPSEU

ITEM	DISCUSSION	ACTION
A. Review of Previous Minutes	Minutes reviewed and signed	
B. Previous & Standing Items		
1. Unclassified Usage Reports	Union was advised that the report would be sent shortly once all the updates have occurred and downloaded.	Management to send report as soon as it is available.
2. Open for Business	There was nothing new to report at this time.	
3. Shift Work – Standing Item	<p>The union was advised that the survey on shift work ran from January 22nd to February 7th and had closed. A summary has been prepared. The summary will be presented to the Operations Management Committee on March 10th. The results and the proposed next steps will go subsequently to the Divisional Directors Committee.</p> <p>The Union advised that a number of areas and or staff did not receive the survey. Accordingly, management undertook to reissue the survey to any areas/individuals missed.</p>	Management to reissue survey to those who previously did not receive it.
4. Article 1.8	Management advised that the issue is being addressed at the corporate levels.	
5. Organizational Charts	Management advised the union that it will try to continue with past practices and try to provide the charts as changes are made for example when changes are disclosed, if there are name changes, etc.	
6. Compressed Work Week Agreements- standing item	No updates were provided.	
C. New Business		
1. Attendance Support Program	<p>Union asked for an update on i) the MOE threshold and ii) if a presentation could be provided on the ASP review.</p> <p>Management advised i) threshold is 8.4 days ii) if there changes to the ASP the ministry will arrange for a presentation.</p>	
2. Visual Identity Update	Union indicated that staff in Guelph were told that Visual Identity is being implemented.	Management to update at next


	<p>Management indicated that it has not been implemented but rather at this juncture the comments of from staff and the union are being reviewed / assessed. These may result in further modification. The ministry will provide the Union with the final version for comment prior to implementation.</p>	meeting.
3. Bill 168	The corporate level of management is working on this matter.	Employer to update.
4. Article 20.8	<p>The Union had enquired as to who in MOE identifies temporary assignments as per Article 20.8 of the Collective Agreement in the last 2 months of the surplus notice period.</p> <p>Management advised the union that as soon as it received the information an e-mail would be sent to the Union.</p>	Management to provide an update.
5. Vacancy Management and the impact on staff	<p>The Union indicated that staff are increasingly being stressed by work load pressures as a result of lengthy delays in approvals and posting of vacancies. They asked what the ministry is going to do to address this situation.</p> <p>Management advised the Union that it is doing the best it can. It also faces issues related to having exceeded its FTE's. The workload impact is recognized and the work of staff is appreciated.</p>	
6. OPS HR plan related issues	<p>The Union raised 3 elements:</p> <ul style="list-style-type: none"> • There is an incongruence between stated openness for alternative/flexible work arrangements such as Compressed Work Agreements. Why is the ministry still holding to 4 week compression cycles? • There is a focus on new employees not on existing staff and succession planning. There is frustration with limits on career growth for staff. The Employer appears to be not recognizing the value of existing staff. • With the HR one window approach 	

	<p>how do the employees provide input on problems related to it?</p> <p>Management indicated that for CWWA's there are difficulties related to maintaining staffing levels and meeting work/program requirements.</p> <p>On the matter of the one window approach, management suggested that comments could be collected by the Union and forwarded to the SBU which then would be forwarded to HROntario.</p>	
7. Employee Surveys & Confidentiality	<p>The Union indicated that employees are still concerned with confidentiality related to surveys.</p> <p>Management advised that confidentiality is protected and would look into any anomalies that are reported.</p>	
8. Updating of MERC website	<p>The Union raised the issue of the website not being up to date and only showed old minutes and membership.</p> <p>Management advised that the matter was remedied during the week prior to the meeting. Problems were two fold: a new site was created by Communications Branch and it took a picture of the older site and only reflected that point in time. In addition the old site was updated but when IT did a refresh it only refreshed with the older information.</p>	
D. Health & Safety		
1. Web Based Training	<p>The Union indicated it provided comments on earlier versions but these were not incorporated into the documents. Accordingly, the union had previously advised they would not provide further comments until the programs were up and running. Employees now have complained about:</p> <ul style="list-style-type: none"> • Overall quality, completeness and delivery of the training & information provided . 	

	<ul style="list-style-type: none"> • Apparent attitudes and assumptions underlying the training and the responses to questions and concerns expressed about the training among others. <p>Management asked for more clearly defined concerns and it would attempt to look into them with a view of remedying the situation.</p>	Union to follow up.
2. G20/8 Protocols & secure areas	<p>The Union inquired about the protocols/plans the ministry is putting into place to deal with any environmental emergencies at the summit in Huntsville. There are concerns related to Health and Safety issues should there be protestors outside the secure areas.</p> <p>Management indicated it is working with the EMO and other areas in developing an operational plan reviewing matters such as an enhanced response capability and the state of readiness required. There are discussions occurring with the federal level on matters such as secure entry and egress which are a component of safety issues. In addition, the ministry will be ensuring the proper compensation is paid depending on its decisions in accordance with the collective agreement.</p>	Employer to provide update.

Original signed by:

Debra Sikora
Management Co-Chair

Janis Pechinger
Union Co-Chair