

MEMORANDUM

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

FROM: Ruth Hamilton, OPS Supervisor

DATE: March 29, 2011

SUBJECT: **Ministry of Environment**
ERC Minutes –December 14, 2010

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

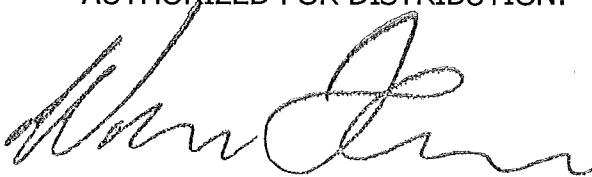
Please post or otherwise make them available to the members in your workplaces.

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



Ruth Hamilton
OPS Supervisor

/sk

Att:

cc: MERC Chairs
Ministry ERC

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

Tuesday December 14, 2010

**1:00 p.m. to 4:00 p.m.
Room 1040, 10th Floor
40 St. Clair Avenue West**

In Attendance:

Management

Debra Sikora
Liborio Campisi
Gayla Campney
Cammy Moodie

Union

Janis Pechinger
Dallas Takeuchi
Lance Larkin
Ron Dorscht

Advisors:

Doug Milic, CER

Sandra Harper, Job Security, OPSEU


Regrets:

Jacques Legris

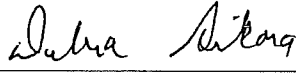
ITEM	DISCUSSION	ACTION
A. Previous Minutes	Employer provided minutes at the meeting.	Union to review.
B. Previous Business		
1. Fixed term reports	A new report was configured. One column (service date) was unavailable until sometime in 2011 due to WIN difficulties.	
2. Modernization of Approvals– Standing Item	A meeting was held with members in the morning on the Request for Services with a delineation of what was being sought.	Updates as appropriate
3. Shift Work- Standing item	Management advised the Union that the results and recommendations have been reviewed by the Operational Management Committee and that there was one change to be made. It is anticipated that the material would be provided to the Divisional Directors Committee by either the end of the month or in early January. Management will advise the MERC of any decisions prior to any implementation of changes or communication to staff.	Update as appropriate
4. Article 1.8 job descriptions – Standing item	Discussion occurred with respect to recent disclosures.	
5. Compressed Work Week Agreements- Standing Item	At the previous meeting the Union raised a request for a 3 week compression cycle for the Peterborough office. The Regional Director undertook to respond by the next meeting. Management advised that the Peterborough staff have been advised that the Employer could not agree to the request. The Union again reiterated its stance for consideration of two and three week compression cycles as requested and operationally feasible.	
6. 5% reduction Information on Results based planning for MOE	A general discussion of the parameters and status of these occurred. Management assured the Union it would be advised of any situations as appropriate.	
7. Visual Identify	MOL and interim actions were discussed. MOE's timeline for response is February 25, 2011.	Employer to followup.
C. NEW BUSINESS		
1. Safe Drinking Water Branch posting of Toronto	The Union asked again about allowing staff outside of Toronto to apply for the jobs requiring primarily telephone based inspections.	

Based jobs	Management advised that the manager of the areas had opened the hiring and interviews to staff across the province. Currently there is one lead inspector working from Kingston and another from the Peterborough office.	
2. Organizational Charts for MOE	Management will send copies to the Union team electronically.	Management to send charts when available
3. Tracking of fixed Term hours for various purposes under the collective agreement	The Union asked whether Employer is tracking fixed term hours for merit, competition and conversion purposes.	Employer to respond.
4. Closing of Offices during Severe Weather	<p>The Union raised concerns about MOE offices in London remaining open during severe winter storms where some other governmental offices closed.</p> <p>Management advised that offices were closed when mass transportation became unavailable. Also, managers were advised across the region to exercise their discretion appropriately should employees request paid day off under the collective agreement provisions.</p> <p>However, if any employee found it is unsafe to come to work they should call and let their manager know. Employees were free to use credits or request paid time off should they feel it is appropriate. This has been applied in the past.</p>	
5. Status of the Governor General's Award	The Union was advised that the application had been delayed by some of the complexities in completing the submission. The application was finally completed and submitted. The process for approval is lengthy.	
C. Health & Safety		
1. H&S Risk Assessments	Management will provide an update/summary at the next meeting.	
2. H&S Risk Assessment Audits	<p>The Union is raising concerns that these audits focus on the office location but do not address the field work of staff.</p> <p>A discussion of the need for local H&S</p>	Employer to followup on whether assessments conducted at

	Committee discussion occurred.	all worksites.
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Janis Pechinger
Union Co-Chair



Debra Sikora
Management Co-Chair