

MEMORANDUM

TO: All Presidents with members in the Ministry of Health and Long-Term Care
All Stewards in the Ministry of Health and Long-Term Care

FROM: Brian Gould, OPS Supervisor

DATE: 26 January 2010

SUBJECT: **Ministry of Health and Long-Term Care
ERC Minutes – January 19, 2010**

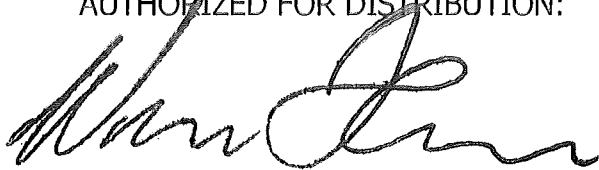
Attached, for your information, are the minutes of the above captioned meeting.

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.

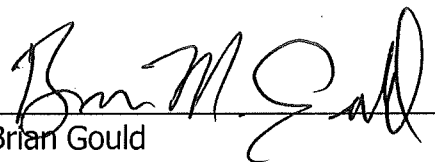
PLEASE NOTE: THESE MINISTRY MINUTES WERE PREPARED BY THE EMPLOYER.

AUTHORIZED FOR DISTRIBUTION:



Warren (Smokey) Thomas
President

IN SOLIDARITY,



Brian Gould
OPS Supervisor

/kg
att.

cc: MERC Chairs
Ministry ERC

Ministry of Health and Long-Term Care
MERC Meeting Minutes
January 19, 2010

Union	Management
C. Falcao (Chair)	J. Livingston
C. Lochan	D. Diegel
P. Fry-Smith	G. Shaw
J. Eberle	H. Cooper
J. Marion	S. Floras
F. Pryor	
Regrets	

The meeting was called to order with OPSEU chairing.
Faye was welcomed to the Committee and introduced to Management team members.

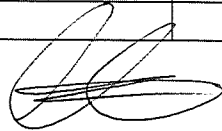
Agenda Items	Discussion	Action Required	Follow Up
Business Arising			
1. Terms of Reference	<p>OPSEU raised concern of the application the MERC Terms of Reference as they apply to employees' involvement on committee.</p> <p>Management committed to uphold the Terms of Reference as they apply to employee participation.</p>		
2. Previous Minutes	<p>Minutes for October 2008 were signed off.</p> <p>Minutes for July 2009 were signed off by OPSEU.</p> <p>Minutes for November 2009 are awaiting sign off.</p>	<p>Management to sign off on July 2009 Minutes</p> <p>Parties to sign off on November 2009 Minutes</p>	

Agenda Items	Discussion	Action Required	Follow Up
		All signed Minutes to be posted to Ministry site.	
3. (A) Position descriptions	No new job descriptions to share at this time.		
3. (B) New Jobs Created	No new jobs created to share at this time		
4. Workload issues	Provincial CACCs – CORE Training <ul style="list-style-type: none"> • Management advised that there are 4 Thunder Bay students in the current CORE training program 		
	Provincial CACCs – Staffing levels <ul style="list-style-type: none"> • Management advised that communication regarding the difference between optimal and legislated minimum staffing levels will be distributed to CACC staff across the province 		
	Provincial CACCs <ul style="list-style-type: none"> • OPSEU raised concerns about vacancies not being filled • The Management requested information about CACCs where there is a concern. 	OPSEU to provide specifics to Management Management will investigate request.	
	Hamilton CACC <ul style="list-style-type: none"> • OPSEU requested the compliment of staff at the Hamilton CACC 	The Employer will investigate and respond accordingly	
Standing Items			
5. Quarterly Unclassified Employee List	Listing shared prior to MERC OPSEU raised concern that not all unclassified contracts were listed	OPSEU will indicate missing staff and Management agreed to investigate status of these employees.	

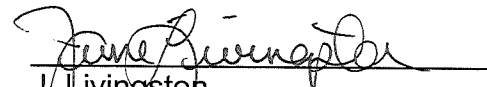
Agenda Items	Discussion	Action Required	Follow Up
	Next Quarterly Report to be provided at April meeting (March 31 st snapshot)		
Returning Business			
6. CACCs – Comprehensive Study	<p>Management reported that they are currently collecting information and will provide regular updates to MERC.</p> <p>The term “benchmarking” was clarified and defined as a term to describe the levels of time and effort required for each step of the dispatching process.</p> <p>The data being collected: call activity, time studies, performance comparison, and benchmarking studies.</p> <p>The input from OPSEU will come from the work being performed and the data is being accumulated.</p> <p>Currently, the benchmark is 4200 weighted calls per FTE.</p>		This item will continue as a standing item of the agenda.
7. WorkPlan	<p>Management has proposed to improve MERC practices by striking a balance between transactional, strategic, and labour relations issues.</p> <p>OPSEU proposed inviting a guest from OPS Pride to either the April or September MERC.</p>	<p>Management will invite Employment Engagement Lead to April MERC.</p> <p>Management to follow up to determine availability of guest and which meeting would be more appropriate, given time constraints.</p>	Defer further discussion about Diversity and WDHP educational pieces to April.

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8. Interest Based Problem Solving	<p>MERC to participate in joint ERC training on January 20, 2010</p> <p>The Employer reported that the Hamilton, London, and North York/Sheppard LERCs have attended ERC training.</p> <p>The MERC encourages LERC to participate ERC training.</p>	The Employer to follow up on upcoming dates and locations for future ERC training sessions.	
9. LERC Terms of Reference – Toronto Registration and Claims	Refer issue back to the LERC for further discussion, and encourage the participation of the Union Staff Representative and Human Resources Advisor as resources and support.		
10. Referral from Toronto OHIP Office – Temporary Assignments	<p>OPSEU raised concern about temporary assignments at this location.</p> <p>Management explained that each request is considered on an individual basis and reviewed factors that are considered when individual requests are presented to Management.</p>		
11. Compressed Work Week Agreements	OPSEU will respond to Management in two weeks		
12. Provincial CACC - Tiering Response	<p>Management provided an update that they continue to work with the office of the fire marshal to develop a central solution.</p> <p>OPSEU raised further concern with the various tiering agreements and protocols, and the effects of the potentially new protocols on employees.</p>		
13. 2010 Meeting Schedule	Parties agreed to reduce the number of	Parties to book meeting	

Agenda Items	Discussion	Action Required	Follow Up
	<p>meetings from 6 meetings to 4 meetings per year.</p> <p>Parties agreed that the meeting time of 9:30AM to 12PM would remain (with the exception of the April MERC)</p> <p>January 19, 2010 (OPSEU Chair) April 27, 2010 (Employer Chair) – to be scheduled from 9:30 to 1:00PM September 14, 2010 (OPSEU Chair – at Wellesley) December 2, 2010 (Employer Chair)</p>	<p>rooms for respective meetings. Meeting invitations to be sent out to committee members.</p>	
Tabled Items			
1. Joint Health and Safety Committees	Item tabled until April		Add to standing items in April
New Business			
Future Agenda Items			



C. Lochan
OPSEU



J. Livingston
MOHLTC

Dated: