

## MEMORANDUM

**TO:** All Presidents and members in Ministry of Labour  
All Stewards in Ministry of Labour

**FROM:** Ruth Hamilton, OPS Supervisor

**DATE:** August 22, 2011

**SUBJECT:** **Ministry of Labour**  
**MERC Minutes – August 19, 2011**

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Attached, for your information, please find the minutes of the above captioned meeting(s).

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

You will also find attached a MERC referral form which should be used when referring unresolved local issues to the ministry level. We request that you provide the Job Security Group with all supporting documentation, (i.e. 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 Labour  
MERC Meeting Minutes**

**Date and Time:** August 19, 2011: 1:00 pm. – 3:00 p.m.

**Location:** 400 University Ave., Boardroom 7A

**For OPSEU:** \*Leonard Elliott (co-chair), Gib McIlwrath, Stephen George, Marty Petruzzo \* chaired meeting

**For the Employer:** Fil Savoia, Wendy Chadwick, Marcellina Galvan, Anna Barrett, Steven MacKay

**Guests:** Cynthia Morton

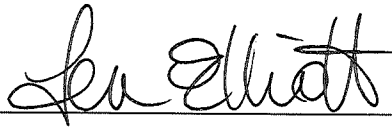
**Regrets:** Len Marino (co-chair),

Issue	Discussion	Action Required
<b>A. Business Arising from Previous Minutes – MERC minutes Follow Ups</b>		
<p>2011-001 Deputy Minister - Introductions</p> <p>Date tabled: August 19, 2011</p>	<p><u>August 19, 2011:</u></p>	<p>➤ DM committed to attend quarterly MERC meetings based on scheduling.</p>

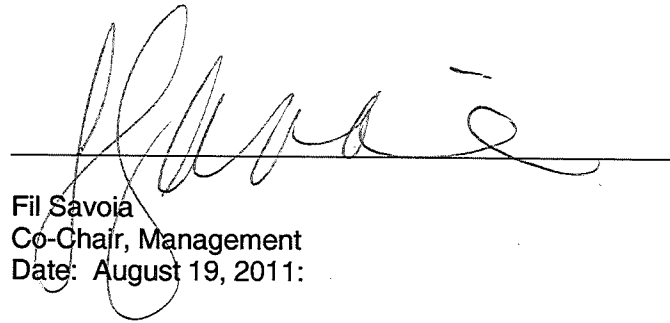
Issue	Discussion	Action Required
<p><b>2011-002 Work Stress</b></p> <p><b>Date tabled:</b> August 19, 2011</p>	<p><b><u>August 19, 2011:</u></b></p> <ul style="list-style-type: none"> <li>➤ DM expressed the need for positive communication between managers and employees to ensure respect in the workplace.</li> <li>➤ OPSEU raised concern about the accommodation process and how employees shall be jointly educated.</li> <li>➤ OPSEU would like to see the joint development of a program/ process regarding accommodation within the MOL.</li> <li>➤ OPSEU asked for opportunity to participate in joint training to address proactive solutions to the stigma surrounding mental health issues.</li> <li>➤ OPSEU raised concerns regarding the process of looking at investigation pictures; process needed to help determine which pictures are necessary.</li> <li>➤ OPSEU asked for more consistency regarding management's use of discretion.</li> <li>➤ Employer acknowledged that additional best practices are needed to help facilitate a culture that supports positive mental health in the workplace.</li> <li>➤ Employer suggests that a consistent Ministry wide protocol regarding email is needed to ensure messages that contain a personal or emotional feel are not entertained.</li> </ul>	<ul style="list-style-type: none"> <li>➤ The parties agree to hold a separate meeting discuss options for identifying best practices/ processes to deal with these matters.</li> </ul>

Issue	Discussion	Action Required
	<ul style="list-style-type: none"> <li>➤ OPSEU and Employer agree to be jointly involved in the process of developing best practices.</li> </ul>	
<p><b>2011-003 LR Implications of Bill 168</b></p> <p><b>Date tabled:</b> August 19, 2011</p>	<p><b><u>August 19, 2011:</u></b></p> <ul style="list-style-type: none"> <li>➤ OPSEU expressed their interest for an opportunity to participate in the development and implementation process.</li> <li>➤ OPSEU raised concern regarding some of the expertise on the current committee.</li> <li>➤ DM doesn't want the credibility of the product to be questioned.</li> </ul>	<ul style="list-style-type: none"> <li>➤ DM willing to consider input from OPSEU re committee membership.</li> </ul>
<p><b>2011-04 CPIC Checks</b></p> <p><b>Date tabled:</b> August 19, 2011</p>	<p><b><u>August 19, 2011:</u></b></p> <ul style="list-style-type: none"> <li>➤ OPSEU presented concerns regarding CPIC checks.</li> </ul>	<ul style="list-style-type: none"> <li>➤ DM to do some further research into the matter.</li> <li>➤ MGS has carriage of this matter.</li> </ul>
<p><b>2011-05 Surplus Notice Process</b></p> <p><b>Date tabled:</b> August 19, 2011</p>	<p><b><u>August 19, 2011:</u></b></p> <ul style="list-style-type: none"> <li>➤ OPSEU raised concern regarding the use of contract and temporary positions while other employees are being surplusd.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Employer to follow up.</li> </ul>

Issue	Discussion	Action Required
		<ul style="list-style-type: none"> <li data-bbox="1451 461 2028 548">➤ Next Meeting: September 22<sup>nd</sup>, 2011 (Extended Hours Workshop) 10am – 3pm. In Hamilton</li> <li data-bbox="1451 581 1990 638">➤ October 4<sup>th</sup>, 2011 (Regular MERC) 9am – 3:30pm</li> </ul>



Len Elliott  
 Co-Chair, OPSEU  
 Date: August 19, 2011:



Fil Savoia  
 Co-Chair, Management  
 Date: August 19, 2011: