

MEMORANDUM

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

FROM: Brian Gould, OPS Supervisor

DATE: April 26, 2010

SUBJECT: **Ministry of Labour**
MERC Minutes – April 1, 2010

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.

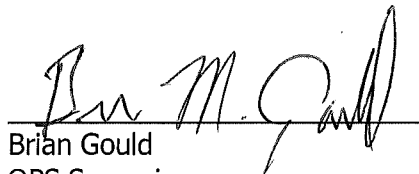
PLEASE NOTE: THESE MINISTRY MINUTES WERE PREPARED BY THE EMPLOYER.

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,



Warren (Smokey) Thomas
President



Brian Gould
OPS Supervisor

/JK
att.

cc: MERC Chairs
Ministry ERC

**Ministry of Labour MERC Meeting
Agenda & Minutes**

Date and Time: April 1, 2010, 9:00 a.m. to 3:00 p.m.

Location: 400 University Ave., Boardroom 12A

For OPSEU: Gib McIlwrath (co-chair), Leonard Elliott, Tom MacKay

For the Employer: Stephanie McCleave (co-chair), Tracey Mill, Anna Barrett, Wendy Chadwick

Guests: Len Marino, Lynda Shephard

Regrets: Stephen George

Issue	Date Tabled	Discussion	Action Required
Clarification of AWA Agreements		OPSEU raised concerns regarding the wording being used in specific agreements, the fact that some agreements were being cancelled and communications distributed to employees. OPSEU requested clarification prior to dealing with any other agenda items.	See item #9 for further information.
Agenda Items			
Review and Signing of Previous Minutes		OPSEU and the Employer reviewed the minutes for March 10, 2010 and signed off.	The Employer will make arrangements to have the minutes posted electronically.
Agenda Items from Previous Meeting - MERC Meeting - 10/10/09			
1. Hoteling	May 22, 2009 Nov 4, 2008 Feb 28, 2007 – item tabled	OPSEU requested a copy of a final report for the review that was conducted in 2007.	Employer provided slide deck to OPEU in 2007 and will reissue the slide deck. Update: Slide deck reissued to OPSEU
2. LERC & JH&S Committee List	March 20, 2010 May 22, 2009	LERCs and JH&S Committee lists requested by OPSEU	The Employer confirmed that the updated list has been provided to OPSEU and is posted on the intranet site.
3. Job Descriptions - Operations Admin Assistant	August 26, 2008	OPSEU requested item for agenda, which subsequently became a policy grievance prior to August 2008 meeting. OPSEU subsequently requested copy of the job description.	The Employer advised in August 2008 that the issue is the subject of a union grievance. The Employer will provide copy of the

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			most recent job description.
4. OWA Space Shortage	Feb 26, 2008 Nov 27, 2007	OPSEU asked about a final plan for the Sault Ste. Marie office. OPSEU has subsequently asked for updates to Scarborough and Kitchener locations.	The Employer confirmed that the issue has been resolved for Sault Ste. Marie. Plans for the Scarborough location was implemented by March, 2009. The Kitchener configuration remains outstanding. Accommodation updates are standing agenda items for all MOL locations.
5. Bargaining Unit Work	Sept 28, 2009 June 29, 2009 Dec. 11, 2009	OPSEU asked the Employer how they are monitoring bargaining unit work performed by management within Operations. OPSEU raised concerns that it appears that AMAPCEO workers have also been performing OPSEU work.	The Employer will advise on the frequency and methodology for monitoring these items.
6. Critical Incident Stress Program	Dec 11, 2009 Sept 28, 2009 June 29, 2009	OPSEU requested the selection criteria that is being used to identify volunteers, the method being used and also raised operational issues such as overtime and privacy, etc.	The Employer advised that the provisions of the collective agreement will be applied for entitlements such as overtime, meals, etc. The Employer committed to provide updates related to the program as and when available.
7. Vehicle and Equipment Initiative	June 29, 2009	OPSEU has requested an update on this initiative and specifically what the mandate of the committee is and how employees have been selected.	The Employer has committed to provide an update on the status of the report. The Employer will endeavour to provide lists of committees and their memberships as they are formed. The parties acknowledge that there may need to be further discussion regarding this at the next meeting.
8. CPIC Checks		As this is the subject of a union grievance there was no further discussion.	This item will continue to be reflected on the agenda until a resolution has been reached.
9. Alternate Work Agreements	March 10, 2010 Dec 11, 2009 Sept 28, 2009 June 29, 2009 May 22, 2009 Nov 4, 2008 Aug 26, 2008	This issue was fully discussed and a clarification has been forwarded to all Directors/Managers.	OPSEU's proposed adjustments to AWA agreements to be considered for incorporation into the document and the matter tabled at a future meeting. A written communication clarifying continuing work at home arrangements until further

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	Feb 26, 2008 Nov 27, 2007		consideration by the Employer will be forwarded to Operations Division staff by April 1 st , 2010 or early April 6th.
10. Protocol for Officer Investigations	February, 2010	OPSEU requested the current procedures that are used for investigating a complaint against an officer.	The Employer has received responses from DEC directors and will table this for discussion on April 23 rd , 2010.
11. In-placement Agreement	May 22, 2009 Nov 4, 2008	OPSEU has indicated this is an outstanding item in the minutes.	Employer reported that this agreement was time-limited and required no follow up.
12. Pandemic Planning	Sept 28, 2009	OPSEU is requesting that a copy of the plan be distributed to local offices and enquired about the status of training that was going to be developed following the September 28 MERC meeting. The Employer advised that this matter should be tabled with the Emergency Management Committee to discuss specific issues such as training for employees.	The parties will discuss this matter further at the April 23 rd meeting.
C. Agenda Items to be Tabled			
1. Policies and Procedures the MERC member involvement		Procedures for investigating complaints against an officer. CPIC check procedures. Involvement in Ministry Committees	
2. Central Region Update		Tabled for April 1 MERC and, due to time constraints, deferred to April 23.	
3. ES and OHS Recruitment			
4. "Health Care" Inspectors			
5. TQM Excellence Project Update Performance Plan Framework Template for Fiscal 2010/11		April 23, 2010	
6. LERC Training			
7. Staff Reports		Regular agenda item.	
8. ES Modernization		Quarterly meetings per LOU	
9. Designated Substances Exposures for Health & Safety Inspectorate		Subcommittee to be struck with OHSB, MERC and CEHSW	
10. HROntario – CEHSW presentation		Roles, functions and responsibilities vis. MOL	

Issue	Date Tabled	Discussion	Action Required
11. Safesmart Training		Update? Roll out?	
12. Expert panel			Employer advised that these updates/information would be provided through the DMO as available.
0. Standing Agenda Items			
Staff Reports			
Accommodations			
Next Meeting			
April 23, 2010, 9:30 a.m. – 2:00 p.m., 400 University Avenue, 12 th Floor, Boardroom 12A			

Gib McIlwrath 23 April/2010

Gib McIlwrath
Co-Chair, OPSEU

for Lynda Shephard April 23/10

Stephanie McCleave
Co-Chair, Management