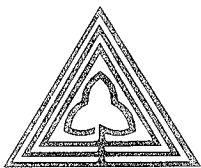


MEMORANDUM

OPSEU



SEFPO

Syndicat des Employé-e-s
de la Fonction Publique
de l'Ontario

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: Terry Baxter, OPS Supervisor/Negotiator

DATE: December 7, 2006

SUBJECT: **Ministry of Health and Long-Term Care
ERC Minutes – August 1, 2006**

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:

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Leah Casselman
President

/jm
att.

cc: MERC Chairs
Ministry ERC

Terry Baxter
OPS Supervisor/Negotiator

MINISTRY OF HEALTH and LONG-TERM CARE
EMPLOYEE/EMPLOYER RELATIONS COMMITTEE (MERC)
MEETING MINUTES

Date: August 1, 2006
Location: Boardroom 5 East, Hepburn
For OPSEU: Carlyle Lochan, Patrick Fry-Smith, Emily Bartlett, Glenna Caldwell
For the Employer: Janis Bartley, Brenda McCauley, Nick Paul (by phone) and Neil Campbell

NOTE: MERC meeting minutes are also available electronically at <http://intra.moh.gov.on.ca/>
Click on "Human Resources" Intranet, on "For staff", and then on "Employer/Employee Relations"

Business Arising and Standing Items

MERC General

1. Guests

Kathy Smith and Faye Prior from OPSEU Local 468 in Kingston, Natalie Early the new management Hepburn LERC co-chair and Leslie Macleod were welcomed as observers.

2. Introduction of Leslie Macleod

It was explained by the co-chairs that Leslie Macleod was observing the functioning of the committee so that such observations could be incorporated into the August 1 MERC joint training session on August 2.

3. Previous Minutes

The June 2006 minutes were signed.

Status: Joint update.

4. Operation of Local Employee Relations Committees (LERCs)

A new LERC is being established in the Hepburn Building, Queen's Park. Andrea Dunkerly is the OPSEU co-chair and Natalie Early is the management co-chair. Meetings will be set for early in September.

Joint training for the LERCs will be discussed as part of the MERC joint training on August 2.

Status: Joint update.

5. Grievance Administration Project (GAP)

OPSEU will give the ministry its list of unresolved grievances.

The parties discussed options and issues relating to a GAP project. It was agreed that there would be a further discussion on August 2.

Status: Joint update.

6. Pandemic planning

The Director, Emergency Management Branch, will meet with OPSEU representatives on September 18th to discuss pandemic planning.

It was noted that the topic was also being discussed at CERC.

There was a discussion of the need to develop understandings of processes and entitlements during an emergency such as the SARS outbreak.

Status: Management to update.

7. Respiratory Protection Policy: Request for Personal information

The parties agreed upon a form.

Status: Remove from the agenda.

8. Breaks at 81 Resources Road

Discussions continue locally. Canteen service is now being operated at the Ministry of Environment Laboratory at 125 Resources Road. MOHLTC management is in discussions with the operator about services at 81 Resources Road.

Concern was expressed about the operation of some of the air conditioning at the laboratory. Management will look into this concern.

The parties agreed about the importance of good communication during a period when employees feel insecure about the future of the public health laboratories and when the central laboratory is being renovated.

Status: Management to update.

9. Penetanguishene: calls to employee homes

After some further discussion to clarify issues, the parties acknowledged that the issue would not find resolution through the MERC process.

Status: Remove from the agenda.

10. Advertisement relating to nursing home certification

There was further discussion to clarifying the issue. The union is concerned that the work belongs in the OPSEU bargaining unit.

Status: Remove from the agenda.

11. Security in OPS work places

Management has forwarded the union's submission concerning security at the Macdonald Cartier Building (MCB) to the MGS director responsible for such matters. Thanks were expressed to the representatives who prepared the submission.

The parties discussed the availability of defibrulators. The union asked that a defibultor be installed at the MCB.

Status: Remove from the agenda.

12. Workload Issues

No new issues were presented. The issue at the Thunder Bay Laboratory seems to have been resolved.

Status: Union to update

13. Position Descriptions

Management provided a listing of new position descriptions.

Status: Management to update.

New Issues

14. Local 505 Hepburn Block LERC

There were no urgent issues from Hepburn that required discussion at MERC.

15. Transparency of MERC


The union asked that the OPSEU Local 468 President be given the opportunity to address the committee. Management expressed concern that there should have been clearer notice and that a management representative from Kingston should have been given the opportunity to attend. It was also noted that there was no referral from Kingston as per the established procedures of the committee. Nevertheless, the committee agreed to hear the presentation.

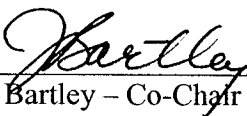
The OPSEU Local 468 President presented her concerns about the status of employee relations in Kingston. The committee thanked her for her presentation.

16. EHS Questions

There should be an EHS representative for the MERC but he was unable to attend this meeting. The OPSEU EHS representative met with management to discuss arrange of concerns. A number of those concerns have been resolved but several are on-going. OPSEU is concerned about the affect of the policy concerning availability of on-call employees in London. OPSEU is concerned about policy about the cleaning of uniforms for Ambulance Communication Officers. The issue of chairs for dispatchers has not been resolved.

Approved:


Patrick Fry-Smith – Co-Chair


Janis Bartley – Co-Chair