

MEMORANDUM

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

FROM: Ruth Hamilton, A/OPS Supervisor

DATE: December 13, 2011

**SUBJECT: Ministry of the Transportation
ERC Minutes – December 1, 2011**

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
A/OPS Supervisor

/dd

att.

cc: MERC Chairs
Ministry ERC

MTO Ministry Employee Relations Committee (MERC) Agenda

December 1, 2011

OPSEU Toronto Regional Office

31 Wellesley St. East

Brdrm B.

Toronto

9am-Noon

In attendance (*chair of meeting)			
For the Union	For the Employer	Guests	Regrets
S. Valcourt * C. Blaney E. Strachan B. McCullagh J. Marion	M. Goodale G. Chaput K. Baldassarra B. Scanlon	K. Kawall	R. Fleming
Agenda Item (year-month-agenda#)	Standing Items (as previously minuted)		Action (as previously minuted)
97-01-02 Outsourcing/Disclosures	The parties discussed the recent disclosure with respect to RUS and I & IT.		Remain on agenda.
04-03-01 Road User Safety (RUS) Modernization	No update. OPSEU would like to know when the RFP for International Registration Plan and Oversize and Overweight Permits will be posted and when it will close.		Remain on agenda.
07-10-02 Employee Engagement Survey	No update.		Remain on agenda.

07-12-01 Provincial Highway Management Update	<p>On November 30 the ADM PHM had a teleconference with all PHM staff with respect to strategic directions and fiscal difficulties that the ministry is facing.</p>	<p>Remain on agenda.</p>
06-03-07 Downsview Site	<p>As there is enough parking for employees at the site, parking was offered to IT consultants. OPSEU also raised an issue about accessible parking and requested additional meetings of the Downsview Advisory Committee. OPSEU suggested some flexibility in parking arrangements would be helpful (e.g. – multi-day parking passes). Parking issue grievances are scheduled for the Grievance Settlement Board in February, 2012. The parking situation will continue to be closely monitored.</p>	<p>Remain on agenda.</p>
10-04-05 Results-Based Planning	<p>The ministry has not received instructions from the centre at this point.</p>	<p>Remain on agenda.</p>
10-07-03 Area Maintenance Contract Service Delivery	<p>SSM and Thunder Bay West have started operations. Owen Sound, Kenora and Huntsville have been awarded but have not started yet. London AMC has been renewed and the Port Dover lift bridge operation has been added to the contract. Ottawa RFP has been advertised.</p>	<p>Remain on agenda.</p>
2011-03-03 RUS Telework	<p>Employer provided a list of employees who are participating in telework arrangements for RUS. Ministry will provide selection criteria to OPSEU.</p>	<p>Remain on agenda.</p>
11-06-09 MTO/MOL –Mastering Management for Enforcement Staff	<p>Names of OPSEU members who have been selected were provided to OPSEU by the Ministry. OPSEU has asked for selection criteria. Ministry will provide criteria at the next meeting.</p>	<p>Remain on agenda.</p>
11-06-09 Major Project Office Announcement	<p>OPSEU has raised a concern that a position was filled through a change in reporting relationship rather than through a competition. Ministry had disclosed change in reporting relationship in September and will proceed with the change. Ministry will provide an organizational chart for the MPO.</p>	<p>Remain on agenda.</p>

<p>11-09-08 Regulator's Code of Practice</p>	<p>Will be posted on the Enforcement Resources Sharepoint site and will be adapted in to the TEO basic training. OPSEU asked about training for current staff. Ministry will respond at the next meeting.</p>	<p>Remain on agenda.</p>
<p>11-09-08 Evacuation Plans/Recent Earthquake</p>	<p>OPSEU raised concerns with regard to the procedures regarding earthquakes and evacuation of ministry buildings. Ministry responded that there is an Emergency Management and Response handbook that provides the information. The Website link to the handbook is https://intra.sse.gov.on.ca/mto/CSD/EMPO/Pages/BldgEvacs.aspx An emergency management electronic training module has been completed by most managers at all MTO sites and the module is expected to be rolled out to employees shortly.</p>	<p>Remove from agenda..</p>
<p>11-09-08 Reduction Targets</p>	<p>OPSEU would like to know the number of vacancies that are being used to achieve the five percent reduction targets. Ministry is not in a position to respond at this time. OPSEU reiterated the request for the vacancy information. Ministry's 5 percent target is 186 FTEs. MTO FTE cap for March 31, 2012 is 3539 FTEs. MTO is currently over the cap. Targets for FTE reduction for MTO for 2012 to 2014 have not yet been established.</p>	<p>Remain on agenda.</p>
<p>11-09-08 Program Reviews</p>	<p>OPSEU would like to know what programs are under review, if there are any OPSEU members on the review committees and if there are, how they were selected for membership on the committee. Ministry stated that there are 3 reviews underway: Corridor Job Specification Review (no OPSEU involvement); Fleet Review (no OPSEU involvement); and Finance Review (no OPSEU involvement),</p>	<p>Remain on agenda.</p>
<p>11-09-08 Further Reductions/layoffs</p>	<p>Information was provided about recent staff reductions in I&IT. The employer committed that once people are laid off the work will not be done by fixed term or 3rd party contractors. OPSEU will provide additional information with respect to consultants on long term contracts.</p>	<p>Remain on agenda as a standing item.</p>

11-09-08 Systems Officer 7s	The issue of hiring System Officer 7s has been grieved by OPSEU and is set for hearing on January 12, 2012. The cluster has no plans to hire a senior technical specialist position that may get classified as a SO7.	Remove from agenda.
Agenda Item (year-month-agenda#)	New Item	Action
2011-12-01 MTO Labour Relations	The employer indicates that there was a misunderstanding with respect to the discussion and minutes with respect to FTE reductions that were made at the June meeting. OPSEU indicates that this situation along with other issues has caused mistrust at the MERC table. Parties agree to set aside time at the next meeting to allow for a full discussion on this issue.	Remain on agenda.
2011-12-01 I and IT Telework	OPSEU requests list of employee participants in I & IT telework arrangements as well as copies of individual employee agreements. List provided to OPSEU and copies of agreements will be provided later for OPSEU staff rep sign off.	Remain on agenda.
2011-12-01 AMAPCEO Supervisors and PDPs	OPSEU indicates that AMAPCEO employees are completing TEO PDPs and want the practice stopped. Employer states that if any TEO raises a concern regarding the involvement of an AMAPCEO supervisor in the PDP review, the process will be completed by the manager.	Remove from agenda.
2011-12-01 Inspection Quotas	OPSEU raised concerns that the 30 percent number for truck inspections is returning to the quota system and creating problems due to the fact that authorized absences as well as issues that can arise during the course of work can impact on the time available for inspections. Parties have agreed to continue discussion on this issue.	Remain on agenda
2011-12-01 Uniform Purchases	OPSEU has requested that ministry adopt an ethical procurement process similar to that of other police/fire services to include a triple bottom line of ethics, local and cost.	Remain on agenda.

Note: These minutes can be located on the CSD intranet and the OPSEU website. The next MERC meeting is March 1, 2012.

[Handwritten Signature]

For the Union

Dec 7 2011

Date

[Handwritten Signature]

For the Employer

11-12-07

Date

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JOB SECURITY