

MEMORANDUM

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

FROM: Brian Gould, OPS Supervisor

DATE: July 17, 2009

SUBJECT: **Ministry of Transportation
ERC Minutes – April 9, 2009**

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.

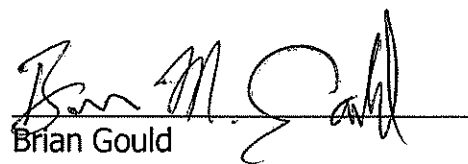
PLEASE NOTE: THESE MINISTRY MINUTES WERE PREPARED BY THE EMPLOYER.

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,



Warren (Smokey) Thomas
President



Brian Gould
OPS Supervisor

/es
att.

cc: MERC Chairs
Ministry ERC

MTO Ministry Employee Relations Committee (MERC) Minutes
April 9, 2009
OPSEU Toronto Regional Office, 31 Wellesley St. E.

In Attendance (* chair of meeting)			
For the Union	For the Employer	Guests	Regrets
S. Valcourt* D. McKnight J. Daniel B. McCullagh J. Marion	R. Fleming A. Hogan Sue Lo Brian Gaston K.A. Wilson		
Agenda Item (year-month-agenda#)	Standing Items		Action
97-01-02 Outsourcing/Disclosures	<p>The Employer provided an updated chart to the Union.</p> <ul style="list-style-type: none"> • Armstrong Report - The Parties will forward the request for information about this report to the CERC, which was disclosed corporately to OPSEU September 4, 2008. • Business Support Review Project - The Employer provided information regarding the review with included benchmarking and process review. The project will terminated by May 31, 2009. The Employer will provide a presentation update at the next meeting. • Business Improvement, Driver Improvement Office (DIO) - The Employer provided information regarding implementation of the <i>Safer Roads for a Safer Ontario Act</i> (Bill 203, June 2007) which is administered by the DIO electronically and by phone/fax. The Employer stated there are no anticipated job losses. • Modernizing Contract Delivery and Contract Oversight/Smart Sourcing Initiative - The Employer reported that a Contract Services Inspector (CSI) position has been created to inspect projects and plans for filling the position are underway and pending approval. The Employer will report back with the number of staff hired in 2009 and provide classification information to the Union. 		Remain on the agenda.

99-10-03 Corporate Inspections, Investigations & Enforcement (II&E) Project	Deferred to the next meeting.	Remain on the agenda.
03-06-01 Transportation Enforcement Officers (TEO) Business Performance & Learning Plans (BPLP)	Deferred to the next meeting.	Remain on the agenda.
04-03-01 Road User Safety (RUS) Transformation	Deferred to the next meeting.	Remain on the agenda.
05-10-05 Training for MERCs and LERCs	Deferred to the next meeting.	Remain on the agenda.
06-03-05 Human Resources Service Delivery Transformation	Deferred to the next meeting.	Remain on the agenda.
07-10-01 Fair Hiring Practices 07-10-02 Employee Engagement Survey	Deferred to the next meeting.	Remain on the agenda.
07-12-01 Provincial Highway Management Update	Deferred to the next meeting.	Remain on the agenda.

06-03-07 Downsview Site	The Employer provided an update with regard to construction plans at the Downsview site. Further information can be found on the Ontario Realty Corporation intranet site _____ which is updated regularly. The Parties discussed issues with regard to soil testing, parking, overnight parking, Block 3 (structural lab), Block 6 (Building E) and the Union will be requesting participation on the steering committee.	Remain on the agenda.
08-09-01 P&P Compressed Work Weeks (CWW)	The Employer confirmed the current status in P&P will remain.	Remove from the agenda.
08-09-03 Downsview Closure August 11/08	Deferred to the next meeting.	Remain on the agenda.
Agenda Item (year-month-agenda#)	New Items	Action
09-04-01 Ontario Works	The Employer provided information with regard to the one Ontario Works placement in Central Region Provincial Highways Management.	Remove from the agenda.
09-04-02 Engineering Officer Class Series	The Union requested information regarding the class standards for the Engineering Officer class series. New job specs were rewritten recently. The Employer will respond accordingly.	Remain on the agenda.
09-04-03 Atikokan Patrol Yard	The Union raised a concern from LERC about cameras used in the Atikokan Patrol Yard. The Union has concerns about the cameras being invasive and asked for the cameras to be repositioned. The Employer advised the cameras are motion sensed and are used for security purposes in the office and the yard. The Parties will review the camera options and respond accordingly no later than the next MERC meeting, including who is responsible for the tapes.	Remain on the agenda.
09-04-04 TEO Class Series	The Employer is looking to identify and resolve issues with regard to the TEO class series.	Remain on the agenda.

09-04-05 Audit Manual	The Union raised concerns about the facility audit manual (RUS Enforcement) and management shifting audit-related duties amongst bargaining unit staff. The Union will provide written questions for further discussion between the parties.	Remain on the agenda.
09-04-06 WIN Access	The Union expressed concern that Enforcement Supervisors are accessing employee information in WIN. The Employer will follow up to confirm that only management and HR have access to WIN for their employees, and will look into the issue to determine if there is any anomalies.	Remain on the agenda.
09-04-07 Letters to Local Presidents	The Union expressed concern that letters to local presidents informing them of new hires are not being received. The Employer is currently reviewing process changes due to the HR Transformation and will provide data to the MERC (frequency to be determined).	Remain on the agenda.

[Signature]
For the Union

June 25/09
Date

[Signature]
For the Employer

July 6/09
Date

FISCAL 2008/2009 - MTO INITIATIVES

INITIATIVE	SCHEDULE/TYPE	DISCL. MADE	COMMENTS
Modernizing Contract Delivery and Contract Oversight	PHM - Information Item about enhancements to Contract Oversight approaches	07-Apr-08	
Change in Reporting Relationship - Licensing Services Office	Sent after Alan had discussions with Judith Marion	08-Apr-08	
Modernizing Contract Delivery and Contract Oversight - Letter to staff	Further to April 7, 2008 disclosure	11-Apr-08	
Change in reporting relationship NER	Communication Operators/Radio Operators in Cochrane, Huntsville, SSM, and Sudbury	22-Apr-08	
Change in Daily Question Period	Local Disclosure	28-Apr-08	
Central Region Traffic Office	Change in Reporting Relationships	06-May-08	
OSS Modernization	2 OPSEU positions moving from Downsview OSS to St. Catharines MTO	05-Jun-08	
Northeast Region - PHM	Change in reporting relationship, Sudbury area office	10-Jun-08	

INITIATIVE	SCHEDULE/TYPE	DISCL. MADE	COMMENTS
RABA	Change in Reporting Relationships - 5 OPSEU in Barrie	20-Jun-08	
Downsview Block Plan	Plan of subdivision dividing property into 8 separate blocks	June 13th Corporate - June 23 Local	
FLS Governance	EDC approved Governance model for FLS on June 13th/08	June 17th Corporate - July 2nd Local	
Human Resources Service Delivery	Transfer of employees to the Strategic Business Units (SBU)	03-Jul-08	
Change in Reporting Relationship	I&IT Cluster, Road safety Solutions Branch	01-Aug-08	
Revision to Directive APE-032: Driver's License Requirements	Employees will be required to provide Drivers license when operating ministry vehicle.	22-Aug-08	
West Region Re-Org	Relocation, change in reporting relations and surplus impacts	Corporate August 27, 2008, Local August 28, 2008	
RUS Re-Org.	Re-org with surplus impacts	26-Sep-08	

INITIATIVE	SCHEDULE/TYPE	DISCL. MADE	COMMENTS
Change in Reporting Relationship	Economics and Transportation Organization Structure	29-Sep-08	
Change in Reporting Relationship	Facilities and Business Services Branch to PHM	17-Oct-08	
New Job Description/Re-class	PHM, Construction Contracts Section	07-Nov-08	
Lab Renewal Initiative	Alan made a phone call to Ministry ERC Co-chairs regarding initiative and expression of interest	10-Nov-08	
Reminder - I&IT Quarterly Employee Pulse Surveys	Corporate disclosure on Nov. 17th, local disclosure Nov. 18th	Nov. 17, 2008	
Update to Nov. 2, 2008 disclosure = RUS	Update on Business Improvements to Mto's Driver improvement Office	19-Nov-08	
Business Support Review	3 new communications update	19-Nov-08	
Licensing Administration Office RUS	Revised Job Description and reclass.	09-Jan-09	

INITIATIVE	SCHEDULE/TYPE	DISCL. MADE	COMMENTS
Modernizing Contract Delivery	Smart Sourcing - creating Contract Services Inspector position	14-Jan-09	
Enhanced Employee Screening	Sent as an information item	19-Jan-09	
Communications Branch	Change in working conditions - rpt to full time	Jan. 27, 2009	
Policy and Planning - Transportation Planning Branch	Business Review	Feb. 9, 2009	
PHM - Contract Management and Operations Branch	New job description	Feb. 9, 2009	
Downsview Redevelopment	Update on the project	12-Mar-09	