

**MEMORANDUM**

**OPSEU**



**SEFPO**

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

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

**FROM:** Brian Gould, OPS Supervisor/Negotiator

**DATE:** March 6, 2007

**SUBJECT:** **Ministry of Transportation  
ERC Minutes – March 2, 2007**

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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,

100 Lesmill Road,  
Toronto, Ontario  
M3B 3P8  
e-mail: [opseu@opseu.org](mailto:opseu@opseu.org)  
[www.opseu.org](http://www.opseu.org)

100 chemin Lesmill,  
Toronto, Ontario  
M3B 3P8

courrier électronique  
[opseu@opseu.org](mailto:opseu@opseu.org)  
[www.opseu.org](http://www.opseu.org)

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Leah Casselman  
President

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Brian Gould  
OPS Supervisor/Negotiator

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Tel: (416) 443-8888  
Fax: (416) 443-9670

CC: MERC Chairs  
Ministry ERC

Ontario:  
Toll free: 1-800-268-7376

TDD:  
(416) 443-9898

or

1 800-663-1070

**MTO Ministry Employee Relations Committee (MERC) Minutes  
 March 2, 2007  
 St. Catharines Garden City Tower, 6<sup>th</sup> Floor, ADM's Boardroom**

<b>In Attendance (* chair of meeting)</b>			
<b>For the Union</b>	<b>For the Employer</b>	<b>Guests</b>	<b>Regrets</b>
J. O'Brien P. Maybury S. Valcourt B. Houston J. Marion	R. Fleming* B. McCuaig B. Rubashewsky A. Hogan K.A. Wilson	Maria Tejada (Employer) Marsha Smith (Employer)	
<b>Agenda Item (year-month-agenda#)</b>	<b>Standing Items</b>		<b>Action</b>
<b>97-01-02 Outsourcing/Disclosures</b>	Employer update chart provided to Union (attached).  Subsequent to the May/June 2006 meeting, the Employer provided Geomatics summary results to Union.		
<b>97-01-03 Redeployment</b>	Employer confirmed there are currently no employees on the list.		Employer to provide list quarterly.  Remove from the agenda.
<b>99-10-03 Corporate Inspections, Investigations &amp; Enforcement (II&amp;E) Project</b>	Bill 69 – Regulatory Modernization Act -- has received second reading in November and has been referred to standing committee on general government. No date has been set for the committee to review the Bill.		

<b>02-01-07</b> <b>International Registration Permit (IRP) Positions</b>	Subsequent to the May/June 2006 meeting, the Employer confirmed there is 1 IRP and 1 Group Leader position in North Bay. Union requested to know if there is a third position in North Bay.	Employer to respond accordingly.
<b>01-12-01</b> <b>Field Management Review</b>	The Employer provided updated org charts based on the new PHM organization effective August 1, 2006. Union asked whether Geomatics is included in the Field Management Review.	Employer to respond accordingly.  Remove from the agenda.
<b>03-02-01</b> <b>Transportation Technicians (T2's)</b>	Employer confirmed there has been 126 positions since program inception in which 70 have been successful in competitions and promoted, 21 have left Ministry, 11 individual's in program beyond 3 years (and can continue rotating). 15 new T2's posted recently. Union requested list of employees in the program (highlight the names beyond 3 years). Union requested the positions T2's are working in after the 3 years should be posted for competition. Employer will consider strategies to assist T2's to be successful in competitions. Union requested to review the T2 training materials.	Employer to respond accordingly.
<b>03-06-01</b> <b>Transportation Enforcement Officers (TEO) Business Performance &amp; Learning Plans (BPLP)</b>	Deferred	
<b>03-06-02</b> <b>Downsview Labs</b>	Deferred	

<b>04-03-01 Road User Safety (RUS) Transformation</b>	Deferred	
<b>04-09-03 TEO Positions</b>	Deferred	
<b>05-10-14 Area Term Contracts (ATCs)</b>	Deferred	
<b>05-10-01 Strengthening Commercial Vehicle Enforcement</b>	Deferred	
<b>05-10-05 Training for MERCs and LERCs</b>	Deferred	
<b>05-10-08 List of Vacancies</b>	Deferred	
<b>05-10-10 Article 1.4 - Job Descriptions</b>	Deferred	
<b>06-03-03 Facility Audit Administrators (FAA) Conducting Audits</b>	Deferred	

<b>06-03-04</b> <b>HQ Change in London</b> <b>(TEO's)</b>	Facilitation at the local level occurred wherein a mutual agreement was not reached. MERC discussed options for resolution. The parties will review implications with a view to assist the local parties to reach a local resolution. The parties will reassess progress by local parties by March 31, 2007.	
<b>06-03-05</b> <b>Human Resources Service</b> <b>Delivery Transformation</b>	Deferred	
<b>06-03-08</b> <b>Regional Boundaries Project</b>	Deferred	
<b>Agenda Item</b> <b>(year-month-agenda#)</b>	<b>New Items</b>	<b>Action</b>
<b>07-03-01</b> <b>Changes to Insurance Act</b>	Deferred	
<b>07-03-02</b> <b>MTO WDHP Program</b>	Manager of Equal Opportunity provided a presentation (attached). Parties discussed alternate means to resolve conflicts which do not fall under the WDHP Policy and other resources available to resolve workplace conflicts.	Remove from the agenda.
<b>07-03-03</b> <b>Attendance Support Program</b>	Manager of Human Resources Service Delivery provided a presentation (attached) and indicated the ASP is currently under review by MGS. Union requested that the Employer not attach a form to the letter inviting an employee to an ASP meeting which provides the employee the choice to waive union representation. Employer confirmed WSIB absences are not included in the ASP. Union concerned about employees providing diagnosis information to managers instead of prognosis/limitations.	Employer to review corporate/ministry use of waiver form and respond accordingly. Employer to consider communication to managers and employees about the ASP.

John O'Brien  
For the Union

Mar 2, 2007  
Date

R. Fleming  
For the Employer

Mar 2/07  
Date