

OPSEU



SEFPO

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

MEMORANDUM

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

FROM: Terry Baxter, OPS Supervisor/Negotiator

DATE: November 2, 2006

SUBJECT: **Ministry of Transportation
ERC Minutes – March 31, 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.

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President

/jm
att.

cc: MERC Chairs
Ministry ERC

Terry Baxter
OPS Supervisor/Negotiator

MINISTRY OF TRANSPORTATION
MINISTRY EMPLOYEE/EMPLOYER RELATIONS COMMITTEE

MINUTES

Friday, March 31, 2006
6th Floor Boardroom, Garden City Tower, St.Catharines

OPSEU

J. O'Brien*
P. Maybury
S. Valcourt
J. Marion

EMPLOYER

R. Fleming
B. McCuaig
E. Bartucci
A. Hogan
K.A. Wilson

Regrets: B. Houston

Guest: J. Stewart

*Chair of the Meeting

STANDING ITEMS

97-01-02 Outsourcing

i. Cochrane General Services Crew

The Employer confirmed the contract was awarded in December 2005. The contracts of 2 seasonal employees ended.

ii. Bridgemaster and Loadtesting

The contract was tendered and approved, which starts on April 1, 2006. 4 employees are affected (1 eligible for factor 80, 2 are pension-bridging, 1 is surplus). Employer will provide copies of letters to employees to the Union.

iii. Kennedy Road Patrol

Process completed.

iv. Electronic Collision Reporting

Employer assessing RFI, currently unable to assess which jobs are affected. Union requested further disclosure when details known.

Remain on the agenda

97-01-03 Redeployment

Employer provided a recent redeployment list.

Remain on the agenda

99-10-03 Corporate II & E Project

The Employer confirmed the Regulatory Modernization Act was introduced February 27, 2006. The Employer has asked a representative from II&E to provide an update at the next meeting. The Union expressed concerns that enforcement positions will be blended and that an umbrella group will oversee all positions. The Employer confirmed no impact on TEO's are foreseen at this time.

Remain on the agenda

02-01-07 IRP Positions

The Union inquired about a Thunder Bay IRP position that was amalgamated with another administrative position, whether other IRP positions will be amalgamated, and an update on current IRP position locations. The Employer confirmed there is no longer a regional manager position in Thunder Bay and administrative positions were merged after reviewing business needs.

The Union requested information regarding the three IRP positions (OA 8, 9 and 10) in North Bay, two of which are vacant. The Employer to investigate and respond.

The Employer to provide current IRP information.

Remain on the agenda

02-12-01 Field Management Review

The Union requested an organization chart (including positions and names) for Provincial Highways Management (PHM) Division. The Employer responded by stating that employee incumbents are constantly changing, tracking approximately 2000 employees on an organization chart is difficult, and the generic org chart without names previously provided is relevant. The Union requested an update on the Field Management Review and an updated AMC/MO map. The Employer provided the Union with an updated AMC/MO map subsequent to the meeting.

Remain on the agenda

03-02-01 Transportation Technicians (T2s)

The Employer provided an updated list of T2 positions as of March 31, 2006. The Union inquired as to how many T2s have home positions, what happens to their positions after completing the program in 3-4 years, and expressed concern that T2s are doing higher level of work than their Tech 1 Construction classification level.

Remain on the agenda

03-06-01 TEO Business Performance and Learning Plans

The Union requested an update on any new framework for TEO BPLP's and why the same BPLP's are being used. The Employer responded that the Employer decided not to change the BPLP format for the upcoming fiscal year pending further review of the Strengthening Commercial Vehicle Project. The Union requested an advance copy of the revised BPLP once completed and the name of the consultant who conducted the review.

Remain on the agenda

03-06-02 Downsview Labs

The Union requested an update. The Employer confirmed the Employer is still reviewing the program and that no decisions have been made yet.

Remain on the agenda

03-06-05 Grievance Administration Project (GAP)

The Union asked if the Employer was interested in proceeding with an MTO pilot. The Employer confirmed is is still interested in proceeding and will follow up with MGS regarding the status of the GAP project.

Remain on the agenda

03-12-01 Ontario Works

The Union confirmed the Employer provided updates on Ontario Works placements on February 6 and March 10, 2006.

Remove from the agenda

04-03-01 RUS Transformation

The Union requested an update. The Employer confirmed positions have been filled ministry-wide and are receiving training on audit plan. Audit plan is being formulated for Serco and the Private Issuer Network .

Remain on the agenda

04-03-04 Volunteer Firefighters

The Employer confirmed there are 3 options for employees who are volunteer firefighters for taking leaves of absence to be requested by management in accordance with the MTO Delegation of Authority found on the MTO intranet (intra.mto.gov.on.ca) in the Human Resources Info Centre > HR Business > Directives and Guidelines. The options are a General LOA without pay, a Special LOA with pay, or an Earned Credits LOA. Guidelines for the Administration of Time-off for Employees Participating in Volunteer Firefighting Activities attached to the minutes for further details.

Remove from the agenda

04-09-02 TEO Positions

The Union requested confirmation as to the number of vacancies there are, the locations, and when they will be filled. The Employer responded it is currently pursuing recruitment of 10 TEO positions across the province to bolster certain areas. The Union asked the Employer to consider postings be ministry-wide and not restricted by geographic location.

The parties discussed issues regarding lateral transfers. The Union stated that if a lateral transfer request is received between the clearance date and the date of activation (e.g. date Job Security is notified that the Ministry would like to fill the position by lateral transfer), the request should be considered as per the OPSEU Lateral Transfer Policy. The Employer responded it has used the clearance date as the cut-off since 1996-7 and in accordance with the 2001 TEO lateral transfer settlement. The parties disagreed on the interpretation and the validity of the settlement. The Union raised a recent issue out of Southwest Region and asked for the transfer requests to be granted. The Employer confirmed the job postings would not be retracted.

Remain on the agenda

05-10-14 Area Term Contracts (ATCs)

The Union asked for an update and whether the Employer is seeking support from groups to take forward a business case on ATCs. The Employer responded it is still in decision making process, it does not have a definitive timetable, and is currently unable to assess potential impacts on staff. The Union asked the Employer to issue communication to employees as soon as possible.

Remain on the agenda

05-10-01 Strengthening Commercial Vehicle Enforcement

The Union requested an update and information regarding who currently sits on the management committee. The Employer confirmed there is no new information to share since the November 2005 update was provided, and will provide the names of the committee members.

Remain on the agenda

05-10-02 Training for MERCs and LERCs

The parties confirmed training for the MERC will be done, details to be confirmed.

Remain on the agenda

05-10-03 Information and Information Technology Review

The Union asked for an update. The Employer confirmed there are 4 consolidation projects underway. 83 MTO staff will be rolled into the MGS cluster on April 1, 2006 in which business will continue as usual and there are no relocations. Disclosure to the Union was previously provided and letters were provided to staff on March 21, 2006.

Remove from the agenda

05-10-04 List of Vacancies

The Union requested a list of vacancies within MTO in the province.

Remain on the agenda

05-10-05 List of Unclassified Employees

The Union requested a list of unclassified staff in MTO. The Employer confirmed the unclassified employee position rate in the Ministry is 9.2% as of February 2006, which increased since the last update due to seasonal employees.

Remain on the agenda

05-10-06 Article 1.4- Job Descriptions

The Union provided a copy of a letter from corporate OPSEU to the Employee Relations Division (MGS), whereby OPSEU is asking the Employer to use OPSEU's database to provide information about new/revised job descriptions. The Employer will follow up with MGS for consideration. The parties confirmed faxes will be sent to the OPSEU Co-chair and JSO and emails will be sent to all of the OPSEU MERC members.

Remain on the Agenda

NEW ITEMS

06-03-01 MTO IT Cluster Help Desk

The Union claimed an I&IT help desk was using a consultant to conduct training. Union to provide further details for Employer follow-up. .

Remain on Agenda

06-03-02 3rd Party Audits

The Employer confirmed it endorses the Canadian Council of Motor Transport Administrators (CCMTA) application process but this has not been implemented in Ontario. The Ministry is working with other jurisdictions in the development of accreditation, and would recognize other jurisdiction's audits.

Remove from the Agenda

06-03-03 FAA's Conducting Audits

The Union expressed concern that a TEO3 was not present for an audit conducted by an FAA. The Employer responded the FAA was confirming a previously conducted audit. The Employer confirmed FAA's generally perform field audits with a TEO3 present, except on rare occasions. The Union suggested that 'out-of-district' auditors could be used to perform an audit with an FAA. The Union requested notification when such audits occur.

Remain on the Agenda

06-03-04 HQ Change in London (TEO's)

The Union asked the Employer to consider either not including the London TEO's relocated to Putnam in the Putnam CWW (12 hour shifts) or creating a second CWW.

Remain on the Agenda

06-03-05 HR Service Delivery Transformation

The Employer confirmed there is no new update since November 8, 2005.

Remain on the Agenda

06-03-06 Government/MTO Budget

The parties were unable to discuss this issue prior to the end of the meeting.

Remain on the Agenda

06-03-07 Downsview Site

The parties were unable to discuss this issue prior to the end of the meeting.

Remain on the Agenda

06-03-08 Regional Boundaries Project

The parties were unable to discuss this issue prior to the end of the meeting.

Remain on the Agenda

06-03-09 Screening Checks (a.k.a. Security Checks)

The Union claimed the MTO deadline for employees to submit forms in advance of the MGS deadline is unrealistic. The Employer provided copies of letters sent to employees.

Remain on the Agenda

06-03-10 Information to Local Presidents

The Union claimed information about newly hired staff was not being provided to the local president in St. Catharines. The Employer confirmed it will do so in accordance with the process agreed to at the May 14/04 MERC meeting (minute item 03-02-01). The Union confirmed it recently provided the Employer with an updated list of local representatives in Downsview, and will provide an updated listing for other locals.

Remove from the Agenda

06-03-11 Reduced Patrols Parry Sound

The parties were unable to discuss this issue prior to the end of the meeting.

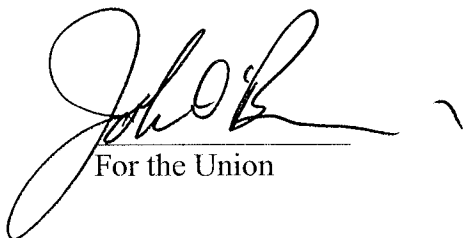
Remain on the Agenda

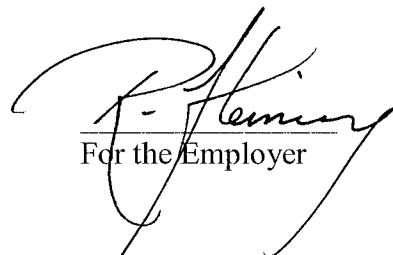
06-03-12 Time to Represent Members at Divestment Meetings

The parties were unable to discuss this issue prior to the end of the meeting.

Remain on the Agenda

Next Meeting: May 12, 2006


For the Union


For the Employer