

**MEMORANDUM**

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

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

**DATE:** June 9, 2008 / 09 June 2008

**SUBJECT:** **Ministry of Transportation  
ERC Minutes – June 6, 2008**

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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.

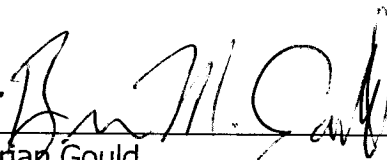
**PLEASE NOTE: THESE MINISTRY MINUTES WERE PREPARED BY THE EMPLOYER.**

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,



Warren (Smokey) Thomas  
President



Brian Gould  
OPS Supervisor/Negotiator

/gi  
att.

cc: MERC Chairs  
Ministry ERC

**MTO Ministry Employee Relations Committee (MERC) Minutes**  
**Friday June 6, 2008**  
**OPSEU Toronto Regional Office, 31 Wellesley St. E.**

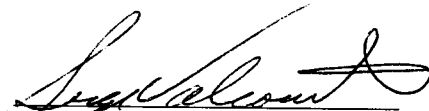
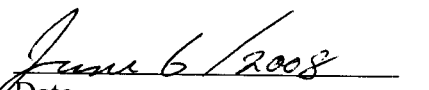
<b>In Attendance (* chair of meeting)</b>			
<b>For the Union</b>	<b>For the Employer</b>	<b>Guests</b>	<b>Regrets</b>
S. Valcourt* B. Houston J. Daniel D. McKnight P. Myers	R. Fleming B. Gaston B. Rubashewsky K.A. Wilson	K. Dubois (Employer) N. Bot (Employer) D. Hanes (Employer)	A. Hogan
<b>Agenda Item (year-month-agenda#)</b>	<b>Standing Items</b>		<b>Action</b>
<b>97-01-02 Outsourcing/Disclosures</b>	The Employer provided an updated chart to the Union.		Remain on the agenda.
<b>99-10-03 Corporate Inspections, Investigations &amp; Enforcement (II&amp;E) Project</b>	The Employer indicated management, supervisors and officers will be receiving an update on the project at regional conferences in June/July. Training requirements regarding the <i>Regulatory Modernization Act</i> (RMA), including information sharing among ministries, is under development. No additional duties under the RMA have been identified for MTO enforcement staff.		Remain on the agenda.


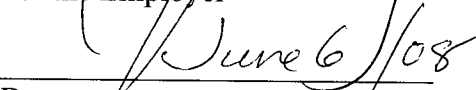
<p><b>03-06-01 Transportation Enforcement Officers (TEO) Business Performance &amp; Learning Plans (BPLP)</b></p>	<p>The Employer indicated the BPLP framework has been approved by the ADM following meetings held with bargaining agents to outline the revisions and seek input. The new BPLPs are being presented in detail to enforcement staff and management at the 4 regional conferences in May/June, at which staff can ask questions and provide input. References to specific numbers has been replaced with a framework with assigned duties that are more in line with the corporate vision and can be determined in a dynamic and flexible manner. The Union is satisfied the feedback provided to the Employer regarding the new direction has been incorporated, subject to further feedback at the conferences. The Union requested a copy of the BPLP's for Enforcement Supervisors. The Employer will respond accordingly.</p>	<p>Remain on the agenda.</p>
<p><b>04-03-01 Road User Safety (RUS) Transformation 05-10-01 Strengthening Commercial Vehicle Enforcement</b></p>	<p>The Employer indicated a communique update is expected shortly. The first draft business case is currently under MTO management review prior to corporate review. The decision-making process on the multi-year strategy may take several months.</p>	<p>Remain on the agenda.</p>
<p><b>04-09-03 TEO Positions</b></p>	<p>The TEO competitions for 42 positions were held across all regions in which the new officers have joined or will soon join the program. Basic and on-the-job training will soon commence.</p>	<p>Remove from the agenda.</p>

<p><b>05-10-05</b>  <b>Training for MERCs and LERCs</b></p>	<p>The parties will confirm at the next meeting who the MTO LERC co-chairs are and when the LERCs attended the training. More advanced employee relations committee training will be provided to LERCs, starting with the Southwest Region LERC. LERC co-chairs will be invited to observe future MERC meetings, in which the Southwest Region LERC co-chairs will be invited to the next meeting.</p>	<p>Remain on the agenda.</p>
<p><b>06-03-05</b>  <b>Human Resources Service Delivery Transformation</b></p>	<p>The Employer indicated the Regional Recruitment Centres are currently in the process of being established. The Employer also indicated the Human Resources Service Delivery transformation will take several months to complete. The Employer will consider methods to communicate who the HR representatives are for each MTO client area.</p>	<p>Remain on the agenda.</p>
<p><b>07-10-01</b>  <b>Fair Hiring Practices</b>  <b>07-10-02</b>  <b>Employee Engagement Survey</b></p>	<p>The Employer indicated Senior Management is supporting recruitment training for managers. Since April management is required to sign an assertion the competition was free of conflict of interest. A new conflict of interest recruitment tip sheet will be communicated soon. Competition audits are currently in the pilot phase and will be expanded. The Union acknowledged the progressive work taken by management to address concerns from the employee survey and is fully supportive of these initiatives.</p>	<p>Remain on the agenda.</p>
<p><b>07-10-03</b>  <b>Pay for Summer Students</b></p>	<p>The parties agreed to remove this item from the agenda.</p>	<p>Remove from the agenda.</p>
<p><b>07-10-04</b>  <b>Multi-Faith Prayer Rooms</b></p>	<p>The Employer confirmed the current practice will remain in place wherein management will make reasonable efforts to accommodate employees.</p>	<p>Remove from the agenda.</p>

<p><b>07-12-01</b>  <b>Provincial Highway Management Update</b></p>	<p>The new ADM of PHM was introduced/welcomed at the meeting. Leadership forum soon regarding staff engagement, improvements for staff communications, succession planning, knowledgeable ownership, innovation, maintaining world class expertise and climate change. A new PHM recognition program will be released soon. A new interactive PHM intranet site will be released soon. The Union asked for information regarding service provider staff on retainer providing support to MTO staff on in-house projects.</p>	<p>Remain on the agenda.</p>
<p><b>Agenda Item</b>  <b>(year-month-agenda#)</b></p>	<p><b>New Items</b></p>	<p><b>Action</b></p>
<p><b>08-06-01</b>  <b>Emergency Management Preparedness Plan</b></p>	<p>The Employer made a presentation to the Union regarding Emergency Management and Business Continuity Planning. The Employer will ensure staff are aware whether they are working in critical program areas in case of an emergency. Presentation slides attached.</p>	<p>Remove from the agenda.</p>
<p><b>08-06-02</b>  <b>Surplussing Practice</b></p>	<p>The Union indicated ministries are providing employer resources to surplus staff during the notice period. The Employer indicated it follows the collective agreement and corporate policies, in which staff have access to resources provided to all OPS staff during the notice period.</p>	<p>Remove from the agenda.</p>
<p><b>08-06-03</b>  <b>Enforcement Tango Numbers</b></p>	<p>The Employer clarified TEO's will only use a different Tango number assigned to them when they work in a different region. For example, a TEO from Eastern working in Central Region should be using a Central Region Tango number. It is not necessary to use different tango numbers for travel between districts located within the same region.</p>	<p>Remove from the agenda.</p>

<b>08-06-04</b> <b>Downsview Letters to Local President</b>	The Employer confirmed it will ensure the Downsview Local 536 President will receive written confirmation from HR when new members are hired as previously discussed at MERC.	Remove from the agenda.
<b>08-06-05</b> <b>Succession Planning</b>	The Union requested information regarding succession planning for its members. The Employer indicated its approach to succession planning is based on building organization capacity. The Employer's talent management efforts are based on developing staff through a variety of experience, training and recruitment. The Union raised the issue that succession management efforts be fair and transparent.	Remove from the agenda.

  
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For the Union  
  
  
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Date

  
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For the Employer  
  
  
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