

MEMORANDUM

TO: All Presidents with members in the Ministry of Municipal Affairs & Housing
All Stewards in the Ministry of Municipal Affairs & Housing

FROM: Ruth Hamilton, A/ OPS Supervisor

DATE: December 21, 2010

SUBJECT: **Ministry of Municipal Affairs & Housing
ERC Minutes – November 25, 2010**

Attached, for your information, are the minutes of the above captioned meeting.

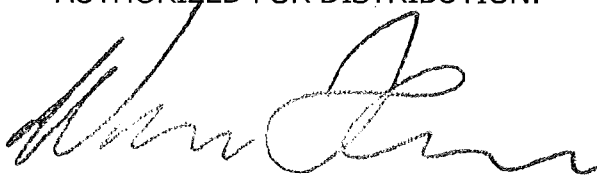
Please post or otherwise make them available to the members in your workplaces.

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

/pb

att.

cc: MERC Chairs
Ministry ERC

**MINISTRY OF MUNICIPAL AFFAIRS & HOUSING
MERC MINUTES
November 25 - Meeting # 03-10**

31 Wellesley Street, E – OPSEU Office

In Attendance:

FOR THE UNION:

Kevin DesRosiers, Co-Chair
Roxanne Theriault, Vice-Chair
Lise Roy, Member
Stephen George, OPSEU Job Security Officer

FOR THE MINISTRY:

Susan Gillespie, A/Co-Chair
Edith Brethour, Resource

Regrets: Diane Phillipson, Co-Chair
Doug Hunt, Member

MINUTES: Edith Brethour

ITEM NO.	ISSUE	REFERRED TO	ACTION
	<i>Call to Order</i> The meeting was called to order by the Employer at 2:05 pm, by Susan Gillespie, A/Co-Chair		
	<u>MINUTES</u> The minutes of the meeting on September 9 th were adopted and posted on the Ministry's intranet website.		
	Introduction of the new Union member, Lise Roy from MSO Sudbury.		
66666666 Standing Items			
87.0	<u>Fixed Term (Unclassified) Positions</u> The Employer advised that due to the technical difficulties experienced in WIN the data for fixed-term positions was not available. The Employer committed to providing the report as soon as the data is accessible through WIN.	Employer	Item remains on the agenda as a standing item.
95.0	<u>Article 1.4 – New Position(s)</u>	Employer	Item remains on the

ITEM NO.	ISSUE	REFERRED TO	ACTION
	<p>The Employer advised that no new/revised positions were created since the last MERC meeting. The Union raised a question regarding the policy on short-term hires. The Employer explained that in accordance with the collective agreement there is no requirement for the Employer to post short-term assignments under six months. Notwithstanding, the Union expressed concern that the Employer is selecting employees for short term assignments. In addition, the Union sought an explanation on the conversion process. The Employer explained that fixed-term employees are required to work in the same position, classification and unit to qualify for conversion to permanent status. The Union requested that the Employer reconfirm the rules and advice.</p>		<p>agenda as a standing item.</p>
108.0	<p><u>Seniority List</u> The next seniority list is due as at December 31, 2010. The Union stated that the seniority list be shared with the Union Co-Chair only. The Employer confirmed that their process has been to share this information with the Union Co-chair in the past and will continue this practise.</p>	Employer	<p>Item remains on the agenda as a standing item.</p>
109.0	<p><u>Results Based Planning</u> The Employer advised that the ministry submission for 2011/12 was sent to the Treasury Board on November 23rd and awaiting approval. The Union enquired if the 5% reduction was included in their submission, whether the Ministry intends to use attrition as a means to meet the 5% reduction and when must the reductions be achieved. The Employer advised the reductions must be achieved by March 31, 2012. The Union requested that a Ministry employee attend the next MERC to speak to the 5% reduction requirement.</p>	Employer	<p>Item remains on the agenda as a standing item.</p>
Business Arising from Last Meeting			
120.0	<p><u>Health & Safety (Bill 168)</u> The Union is seeking confirmation that the required training under the Workplace Violence Legislation has been completed. The Employer advised the information is not available at this time since the Ministry does not have the means to track participant usage, CFLL tracks on-line training. The Union stated that other Ministries track participation usage and will be checking with CFLL. The Union expressed concern that the Ministry is in violation of the legislation if all employees are not trained. The Union also expressed concern that on-line training is not sufficient for their members and managers. It is their view that classroom training is more effective and would like the Ministry to implement this approach. The Union also advised that CEHWS stated at a joint bargaining unit meeting that classroom training was to be available for managers. The Employer will check with CEHWS and advise the Union.</p>	Employer	<p>Item remains on the agenda.</p>

ITEM NO.	ISSUE	REFERRED TO	ACTION
New Business			
121.0	<u>Real Time Minutes</u> The Union has a desire to implement real time minutes. The Employer enquired who will provide the equipment when holding MERC meetings at the OPSEU office. The Union suggested it would be the Employer. The Employer advised they would take their proposal under advisement. The Employer agreed to take real time minutes at the next MERC meeting and discuss further its continued usage.		Item remains on the agenda.
Tabled Items			
122.0	<u>LERC's</u> The Union expressed a desire to establish LERC's in the field offices of the Ministry and will be contacting the workplaces. The Union also stated that if any LERC is established they will be guided by the MERC Terms of Reference.		Remove item from the agenda.
123.0	<u>2011 Meeting Dates</u> The Employer proposed meeting dates for 2011. The parties agreed to the following dates: March 3; May 26; August 25; November 24.		Remove this item from the agenda.
	Next Meeting: March 3, 2011 777 Bay Street		

For Management:

 Susan Gillespie, A/Co-Chair

 Date

Dec. 13/10

For the Union:

 Kevin DesRosiers, Co-Chair

 Date

Dec 17/10