

## MERC Team

### Chair

Pati Habermann

### Vice Chair

Jayne McKenzie

### Member

Gib McIlwrath

## Alternates

**1st** - Victoria Lernell

**2nd** - Marcel Labelle

**3rd** - Francois Malette

## Elections Results

At this year's Divisional meeting, elections were held for the MERC Team and you have re-elected Pati Habermann as Chair, Jayne McKenzie as Vice Chair and Gib McIlwrath as the member. We have a couple of new faces joining us as alternates. 1st Alternate - Victoria Lernell, Program Analyst, Toronto - Employment Standards, 2nd Alternate - Marcel Labelle - Construction Health & Safety Inspector - Timmins and 3rd Alternate - Francois Malette - Construction Health & Safety Inspector - Ottawa

## 2005 & 2006 Report Card

The team met 6 times over the last 2 years and was successful in some campaigns while others are still ongoing.

This report will give you a brief overview of what we have been doing since the last divisional meeting.

The team proposed that in an effort to meet MOL staff

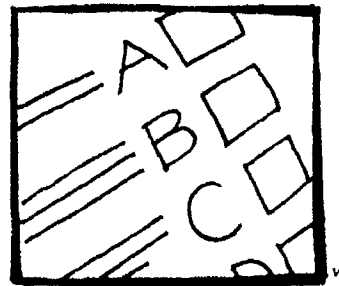
that the MERC meet at different locations throughout the province. To date the team has met in Hamilton with other locations being considered.

We were successful in getting an increase in the safety shoes allowance from \$125.00 to \$175.00 a year.

OPSEU has agreed to Joint Interest Based Problem Solving Training that has started as a pilot with Ministry of Community and Social Services with MOL to follow in the New Year.

We asked the Employer to provide an updated list of all the LERCs and found there to be a number of inactive committees. We requested that they contact all managers and remind them that they are required to have active LERCs. It was reported back to us at the last meeting that this was done.

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## YOUR INPUT NEEDED!

Please let us know what you think of the name of our newsletter. If you have any ideas on a better name please let us know.

## **FYI**

We have new updated Terms of Reference signed off and available on both the OPSEU web site and the Ministry of Labour Human Resources Open Web. Please contact Pati if you require a copy.

We have attempted to get the latest minutes posted on the OPSEU and employer web sites but they

are slow to post them. We will list the dates for the 2007 meetings in the next issue of this communiqué. If you want minutes sent to you please contact the chair with a *non work related private email address*. If you have issues that you want to send up to the MERC please go to the OPSEU web site for the proper form. If in doubt contact a member of the team.

From your Ministry of  
Labour Enforcement and  
Renewal Committee

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Find all the minutes on the  
web at

[http://  
www.opseu.org  
/ops/merc/  
mercindex.htm](http://www.opseu.org/ops/merc/mercindex.htm)

### From the Chair

Be sure to keep up to date  
with all the recent informa-  
tion from the OPSEU publica-  
tion:



Also be sure to read the  
monthly CERC Reports that  
we send out to our MOL  
mailing list.

If you want to be added to  
this secure e-mail list please  
contact Pati at the above e-  
mail address. (This list is not  
shared with anyone!) We will  
not send any thing to an MOL  
e-mail address.

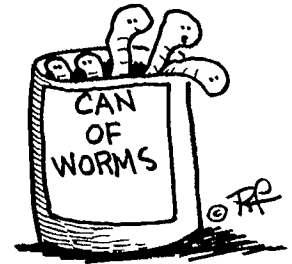
## New Business

### Interpretation of the Meals, Travel and Hospitality Directive

The employer to report back at the December CERC on the concerns raised by the union at the October meeting. In the interim, should a meal expense be denied because the receipt provided is deemed to be inappropriate, then a grievance should be filed and a copy forwarded to CERC.

### Dietary decisions by the Employer

The employer is making decisions as to what constitutes a breakfast or lunch supplied by them during meetings/conferences etc. We are asking that if any member is told that they will not be reimbursed for a meal outside of what the employer supplied, please contact the MERC team with the particulars and we will raise it at the table.

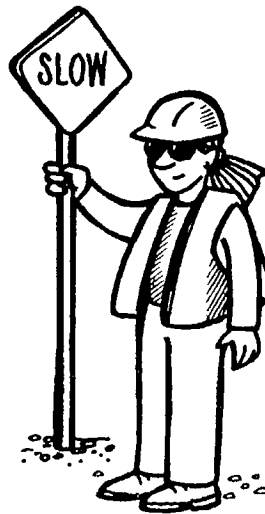


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We have also asked for joint training for the LERCs and they have agreed to this. We will be part of a province wide pilot training project expected to roll out in January 2007.

### RSIs / Ergonomics

At the request of a member, the MERC team advised the employer that we would be developing a proposal to encourage the Minister of Labour to introduce legislation related to Repetitive Strain Injury. The MERC chair along with Lisa McCaskell & Teri Aversa at OPSEU Head Office developed an Ergonomic Field Activity Survey for MOL Inspectors and brought it back to the employer with the intent of



RSI and ergonomics in the field. The Employer clearly was uncomfortable with this proposal and thought

having the Ministry of Labour send it out to all inspectors to fill out so that we could determine how the inspectors deal with

that we were trying to say the inspectors were not properly trained. We then asked if we could use the Ministry's resources to get these surveys out to the inspectorate but again they said no. We are in the process of referring it to CERC. However, given the employer's response to this proposal the MERC team will now like this survey to go out to all the enforcement officers within the OPS and not just the Ministry of Labour. We will keep you posted.