

**Ministry of Labour  
MERC Meeting Minutes**

**Date and Time:** March 22, 2017, 10:00 a.m. – 4:00 p.m.

**Location:** 1501 Yonge Street, 16<sup>th</sup> Floor, Main Boardroom, Toronto, ON

**For OPSEU:** Neil Martin (Co-Chair), Ken Burns, Richard Hutchinson, Cindy Abric-Forsyth, Valentina Parker, Christian Bell (observers)  
\* Chaired meeting

**For the Employer:** Susan Flanagan (Co-Chair), Janis Bartley, Sandra Lawson, Alec Farquhar, Minerva Papsin  
Ken Fox (alternate)

**NOTE: See Last Page for Acronym definition.**

<b>A. Business Arising from Previous Minutes – MERC minutes Follow Ups</b>		
<b>Issue</b>	<b>Discussion</b>	<b>Action Required</b>
<b>2016-010</b> <b>Recruitment and Retention (GTA)</b>  <b>Date tabled: March 23, 2016</b>	<p>Employer provided the requested information on regional proactive and reactive inspections and field visits. OPSEU requested for information per unit/office.</p> <p>OPSEU raised that the changes that have been done to address this issue were not substantial and that their members feel nothing has changed.</p>	<p>Employer will follow-up on the request and will respond by April 30, 2017.</p>
<b>2016-016</b> <b>Attendance Support Management Program (ASMP)</b>  <b>Date tabled: May 25, 2016</b>	<p>OPSEU advised that there is no new issue on ASMP to discuss, at this time.</p> <p>Employer provided an update on efforts being made to ensure that managers complete the mandatory training on ASMP.</p>	<p>No further action.</p>

<p><b>2016-022</b>  <b>Balanced Scorecard, Operations Division (referral from SSM LERC)</b></p> <p>Date tabled: July 26, 2016</p>	<p>Parties discussed the summary of the survey results and recommendations. Parties agree that numerical targets are important to meet ministry objectives. OPSEU maintains that the Balanced Scorecard is not working, particularly the assignment of points.</p>	<p>Employer will look into continuing the discussions at the sub-committee and will consider extending the deadline for the implementation of the Balanced Scorecard recommendations.</p>
<p><b>2016-023</b>  <b>Performance Improvement Plan, Operations Division</b></p> <p>Date tabled: July 26, 2016</p>		<p>To be removed from agenda.</p>
<p><b>2016-025</b>  <b>Accreditation Program</b></p> <p>Date tabled: July 26, 2016</p>	<p>Jules Arntz-Gray, Director, Training and Awareness Branch, Prevention Office, provided a written update on the upcoming consultations with labour and employer stakeholders on the Accreditation Program.</p> <p>OPSEU offered two individuals who can speak to Jules Arntz-Gray about this item.</p>	<p>Jules Arntz-Gray will be invited to the next meeting.</p> <p>Employer will provide the names to Prevention Office.</p>
<p><b>2016-026</b>  <b>Healthy and Productive Work Signature Initiative</b></p> <p>Date tabled: September 15, 2016</p>	<p>Parties agreed to support this initiative.</p>	<p>To be removed from agenda.</p>
<p><b>2016-028</b>  <b>Workplace Violence Statistics</b></p> <p>Date tabled: September 15, 2016</p>		<p>To be reviewed in the Fall.</p>
<p><b>2016-030</b>  <b>Inspector Productivity</b></p> <p>Date tabled: September 15, 2016</p>	<p>A Review of OHS Inspector Productivity Measures is currently "on hold" given other divisional priorities. The employer will involve OPSEU when the review is initiated.</p>	<p>To be removed from agenda.</p>
<p><b>2016-031 Results of Peer Support Evaluation</b></p>	<p>A communication to staff is being developed to provide the findings of the evaluation and the development of an action plan.</p>	<p>No further action required.</p>

<b>Date tabled: November 16, 2016</b>		
<b>2016-033 Fleet for ESOs</b>	Discussed with 2017-008.	
<b>Date tabled: November 16, 2016</b>		
<b>2016-034 New Hire Letters</b>	OPSEU raised a concern about the paragraph on relocation that is included in new hire offer letters. OPSEU maintains that it is a violation of the Charter of Rights and it should be subject to collective bargaining. OPSEU is asking that this paragraph be removed and is requesting a response from the Employer.	
<b>Date tabled: November 16, 2016</b>	Employer advised that this paragraph is only used in unique situations (i.e., staff with significant travel).	
<b>2016-036 LERCs</b>	MOL senior managers have been advised that when their managers are approached by their employees regarding establishing a LERC, the request should be discussed and considered.	To be removed from agenda.
<b>Date tabled: November 16, 2016</b>		
<b>2016-037 Health Care Inspector Rotation</b>	Employer provided information on inspectors doing health care across the province. Parties discussed the challenges related to resources dealing with health care sector or any other sector.	
<b>Date tabled: November 16, 2016</b>		
<b>2017-001 Use of Inspectors Across Programs</b>	Employer provided information on inspectors working across program. OPSEU maintains that "an inspector is an inspector".	Employer will review this item.
<b>Date tabled: January 24, 2017</b>		
<b>2017-002 Sault Ste. Marie – LERC</b>	Parties will continue discussions on this item.	
<b>Date tabled: January 24, 2017</b>		
<b>2017-003 Digital Government</b>		To be deferred to next meeting.
<b>Date tabled: January 24, 2017</b>		

<p><b>2017-005 ESOs Assisting Ministry of Finance (MOF) with Collections Investigations</b></p> <p><b>Date tabled: January 24, 2017</b></p>	<p>Steve McDonald, Director of Employment Practices Branch, provided additional information and responded to concerns previously raised by OPSEU regarding the Ministry of Finance's request for ESO's assistance in obtaining information about employers with unpaid orders.</p>	<p>Employer will review the memo in question to provide clarification and guidance to ESOs.</p>
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<p><b>B. New Business</b></p>		
<p><b>Issue</b></p>	<p><b>Discussion</b></p>	<p><b>Action Required</b></p>
<p><b>2017-006 Accessible Minutes</b></p> <p><b>Date tabled: March 22, 2017</b></p>	<p>Parties agreed to use this version for the next meetings.</p>	<p>No further action.</p>
<p><b>2017-007 Cancelled Inspector Competition, Northern Region</b></p> <p><b>Date tabled: March 22, 2017</b></p>	<p>OPSEU inquired as to the reason for the cancellation of this competition.</p> <p>Employer advised that the decision to fill vacancies was made based on class size and operational needs, and as a result, not all vacancies could be filled.</p>	
<p><b>2017-008 Fleet Memorandum of Agreement (MOA)</b></p> <p><b>Date tabled: March 22, 2017</b></p>	<p>Parties agreed to extend the current MOA until April 30, 2017.</p> <p>Parties provided names to form a sub-committee on Fleet.</p>	

<p><b>STANDING AGENDA ITEMS</b></p>		
<p><b>Issue</b></p>	<p><b>Discussion</b></p>	<p><b>Action required</b></p>
<p><b>2013-002 Committee's Accomplishments</b></p>	<p>Parties discussed the Committee accomplishments in the last year which includes the Joint Accommodation</p>	

	Working Group, Quality Assurance, its outreach efforts to the rest of the ministry and the members' efforts to address issues.	
<b>2013-016 Staff Reports</b>	Employer provided staff reports to OPSEU for review.	
<b>2014-009 MERC Health and Safety Sub-committee</b>  <b>Date tabled: July 16, 2014</b>	No updates at this time.	
<b>2014-022 Quality Assurance (QA) Update</b>  <b>Date tabled: July 16, 2014</b>	No updates at this time.	
<b>2014-024 Risk-Based Approach – Better Information for Better Prevention</b>  <b>Date tabled: Sept. 29, 2014</b>	No updates at this time.	To be removed from agenda.
<b>2014-025 York University Research Project</b>  <b>Date tabled: Sept. 29, 2014</b>	Steve McDonald provided a status update on the research project.	
<b>2016-003 Joint Employment Accommodation and Return to Work Program</b>  <b>Date tabled: Jan. 21, 2016</b>	The Working Group provided updates and shared the Terms of Reference and Roles and Responsibilities of those involved in employment accommodation and return to work.	
<b>2016-005 New Employment Standards (ES) Direction for the Program</b>	This item is being discussed under 2016-022.	To be removed from agenda.

Date tabled: Jan. 21, 2016		
2016-011 Transition Exit Initiative (TEI)  Date tabled: March 23, 2016	No updates at this time.	
Future Meetings	Next meeting: May 31, 2017 Location: To be determined	




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Neil Martin  
Co-Chair, OPSEU  
Date: March 22, 2017




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Susan Flanagan  
Co-Chair, Management  
Date: March 22, 2017

List of Acronyms

MERC	Ministry Employee Relations Committee
MOL	Ministry of Labour
OPSEU	Ontario Public Service Employee Union
H&S	Health & Safety
ES	Employment Standards
ASMP	Attendance Support Management Program
MOF	Ministry of Finance

GTA	Greater Toronto Area
BSC	Balanced Scorecard
SSM	Sault Ste Marie
LERC	Local Employee Relations Committee
TEI	Transition Exit Initiative
QA	Quality Assurance