

**MINISTRY OF LABOUR**  
**Ministry Employee Relations Committee (MERC) Meeting**  
 May 31, 2017  
 400 University Avenue, 8<sup>th</sup> Floor, Lanark Room, Toronto, ON

**In Attendance**

For the Union	For the Employer	Guests	Regrets
Neil Martin, Co-chair Ken Burns Richard Hutchinson Cindy Forsyth	Susan Flanagan, Co-chair Sandra Lawson Janis Bartley Alec Farquhar Ken Fox Minerva Papasin	Jules Arntz-Gray John Miniaci Marc Faubert	

Date Tabled	Business Arising	Referred to	Action
March 23, 2016	<p><b>2016-010</b>  <b>Recruitment and Retention (GTA)</b></p> <p>Employer advised that the second Townhall has not been scheduled and committed that OPSEU will be invited.</p> <p>OPSEU expressed their concern that they were not invited to the previously scheduled second Townhall meeting. OPSEU advised that a sub-committee was formed to deal with these issues but it has not worked because the Employer went back directly to their members. OPSEU requested that issues regarding recruitment and</p>	Employer	

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	<p>retention in the GTA be discussed at the MERC table.</p> <p>Employer will convey the concerns raised by OPSEU.</p> <p>Parties agreed that employees who incur costs for parking ministry vehicles at their residences should consult their managers for options that may include reimbursement.</p>		
July 26, 2016	<p><b>2016-022 Balanced Scorecard, Operations Division</b></p> <p>THE Employer will convene a sub-committee of MERC to continue to improve the overall ES performance management process. This will include training for managers and a discussion/ review of the <u>remaining</u> recommendations from the BSC Working Group that were not mentioned in the May 16<sup>th</sup> EPB Director's memo on BSC.</p>	Employer	By next meeting
July 26, 2016	<p><b>2016-023 Accreditation Program</b></p> <p>Jules Arntz-Gray provided updates on the Phase 1 of the Accreditation Framework Consultation. Internal/external consultations are expected between July and October.</p> <p>OPSEU stated that the OHSA is in place to</p>		

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	protect workers and not employers. This program will not make Ontario safer.		
September 15, 2016	<b>2016-028 Workplace Violence Statistics</b>	Employer	To be reviewed in the Fall
November 16, 2016	<b>2016-031 Results of Peer Support Evaluation</b>  Employer advised that they are still looking for volunteers to join the hubs or focus groups as mentioned in the Deputy's memo dated May 3, 2017.	Employer	
November 16, 2016	<b>2016-033 Fleet for ESOs</b>  A proposed agreement has been developed and is under consideration.	Employer/Union	
November 16, 2016	<b>2016-034 New Hire Letters</b>  OPSEU has forwarded the issue to CERC on relocation paragraph in the new hire offer letter. OPSEU advised that they are currently waiting for a response.  OPSEU requested that Hire Letters and Job Descriptions be included in the Standing Agenda.	Employer/Union	This item to be moved to Standing Agenda.

Date Tabled	Business Arising	Referred to	Action
November 16, 2016	<p><b>2016-037 Health Care Inspector Rotation</b></p> <p>Parties agreed that this issue has been resolved.</p>	Employer	To be removed from the agenda.
January 24, 2017	<p><b>2017-001 Use of Inspectors Across Programs</b></p> <p>Employer is committed to hiring inspectors in their respective programs, but will review the possibility of allowing laterals across programs in the future.</p>	Employer	
January 24, 2017	<p><b>2017-002 Sault Ste Marie – LERC</b></p> <p>A session with Disputes Resolution Services will be scheduled shortly.</p>	Employer	
January 24, 2017	<p><b>2017-003 Digital Government</b></p> <p>John Miniaci and Marc Faubert presented on Digital Government.</p>	Employer	
January 24, 2017	<p><b>2017-005 ESOs Assisting Ministry of Finance (MOF) with Collections Investigations</b></p>	Employer	To be deferred to the next meeting.

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March 22, 2017	<p><b>2017-007</b>  <b>Cancelled Inspector Competition, Northern Region</b></p> <p>Employer advised that generally, inspector vacancies are filled, when there are sufficient numbers to create a class.</p>	Employer	
March 22, 2017	<p><b>2017-008</b>  <b>Fleet Memorandum of Agreement (MOA)</b></p> <p>Discussed with Item 2016-033</p>	Employer/Union	

Date Tabled	New Business	Referred to	Action
May 31, 2017	<p><b>2017-009</b>  <b>Employee Engagement</b></p> <p>Janis Bartley presented on the 2017 Employee Survey Results for MOL.</p>	Employer	
May 31, 2017	<p><b>2017-010</b>  <b>Inspector Training Matrix</b></p> <p>Employer provided the link to the Position Training and Development Curriculum for Operations Division.</p> <p>OPSEU raised an issue that the current new hire</p>	Employer	Employer will follow up and respond.

Date Tabled	New Business	Referred to	Action
	training does not prepare the new inspectors for the job the Employer is expecting them to do.		
May 31, 2017	<p><b>2017-011 Performance Development and Learning Plan (PDLP) Meetings and Union Representation</b></p> <p>Parties agreed that waiver of union representation is not normally required for regular PDLP reviews and meetings.</p> <p>Employer commits to provide guidance to managers when conducting PDLP reviews and meetings.</p> <p>OPSEU members can discuss any concerns with their local stewards.</p>	Employer	
May 31, 2017	<p><b>2017-012 Lone Worker Safety</b></p> <p>OPSEU advised that they initially supported the initiative to develop the Lone Worker App based on the Employer's commitment that it would not be used for tracking or monitoring members. The Employer committed to involve MERC through a sub-committee in each stage of the process. However, communication broke down when the Employer excluded the Union from procurement and policy development process. It is their view that the App has become exactly what the members were concerned that it would become</p>	Employer	Discussions will continue at the Health and Safety Sub-committee.

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	<p>and what the Employer specifically stated that it would not.</p> <p>OPSEU maintains that they will not support the Lone Worker Solution unless it is:</p> <ol style="list-style-type: none"> <li>1) optional to use and</li> <li>2) the manager does not have access to tracking information (dots on the screen and crumb data).</li> </ol> <p>The Employer maintains that the safety of the employees is top priority. The Employer is committed to working with OPSEU to ensure the successful implementation of Lone Worker Safety to meet our OHS legislated responsibilities and effectively respond to the Operations Division health and safety risk assessment.</p>		
<p><b>May 31, 2017</b></p>	<p><b>2017-013 Radiation Protection Services Unit</b></p> <p>OPSEU raised concerns from their members in this workplace. A plan is in place to address some of the issues, including participation in an existing LERC.</p>	<p><b>Employer</b></p>	
<p><b>May 31, 2017</b></p>	<p><b>2017-014 Fleet Vehicle Trip Record and Telematics</b></p> <p>OPSEU is inquiring about the Travel Log form that requires additional information such as case number, which is not necessary. OPSEU is concerned about an increased administrative</p>	<p><b>Employer</b></p>	<p>Employer will follow up on the Travel Log form and respond.</p>

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	<p>burden to their members related to the new Travel Log.</p> <p>The CAO memo on telematics has been issued. The agreement on sharing of data between MTO and MOL has not yet been developed.</p>		<p>The Employer will share the report format, when available.</p>

Date Tabled	Standing Items	Referred to	Action
	<p><b>2013-002</b> <b>Committee's Accomplishments</b></p> <p>No updates at this time.</p>		
	<p><b>2013-016</b> <b>Staff Reports</b></p> <p>Employer provided staff reports to OPSEU for review.</p>		
<p>July 16, 2014</p>	<p><b>2014-009</b> <b>MERC Health and Safety Sub-committee</b></p> <p>No updates at this time.</p>		
<p>July 16, 2014</p>	<p><b>2014-022</b> <b>Quality Assurance (QA) Update</b></p> <p>No updates at this time.</p>		
<p>September 29, 2014</p>	<p><b>2014-025</b></p>		



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	<b>York University Research Project</b>  No updates at this time.		
<b>January 21, 2016</b>	<b>2016-003            Joint Employment Accommodation and            Return to Work Program</b>  No updates at this time.		
<b>March 23, 2016</b>	<b>2016-011            Transition Exit Initiative</b>  No updates at this time.		
	<b>Future Meeting: July 26, 2017</b>		

For the Union:



Neil Martin  
 Co-chair, OPSEU  
 Date: May 31, 2017

For the Employer:



Susan Flanagan  
 Co-chair, Management  
 Date: May 31, 2017

