

MINISTRY OF LABOUR

Ministry Employee Relations Committee (MERC) Meeting

January 10, 2018, 400 University Avenue, 7th 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 * Chair	Susan Flanagan, Co-chair Sandra Lawson Janis Bartley Alec Farquhar Ken Fox Minerva Papasin		

Date Tabled	Business Arising	Referred to	Action
March 23, 2016	<p>2016-010 Recruitment and Retention (GTA)</p> <p>OPSEU inquired about the status of recruitment plans in Operations Division and requested for information on vacancies. Employer advised that the Division will have their annual staffing/ recruitment planning exercise in February.</p> <p>Parties agreed to explore other options in filling vacancies on a temporary basis.</p>	Employer	Employer to follow-up and respond.

Date Tabled	Business Arising	Referred to	Action
July 26, 2016	<p>2016-022 Balanced Scorecard, Operations Division</p> <p>OPSEU advised that members have filed grievances on Balanced Scorecard. Formal resolution meetings will be convened with local managers by February 23rd.</p>		Employer to follow-up with OPSEU by January 19 th .
July 26, 2016	<p>2016-023 Accreditation Program</p> <p>OPSEU advised that they met with Jules Arntz-Gray in December and discussed their ideas and concerns regarding the program.</p>		
November 16, 2016	<p>2016-033 Fleet for ESOs</p> <p>Parties are continuing to discuss this item.</p>		
January 24, 2017	<p>2017-005 ESOs Assisting Ministry of Finance (MOF) with Collections Investigations</p> <p>OPSEU noted that this item continues to be outstanding. OPSEU was previously informed that there was a legislative authority for ESOs to assist with collections investigations. Employer will follow-up.</p>	Employer	

Date Tabled	Business Arising	Referred to	Action
March 22, 2017	<p>2017-008 Fleet Memorandum of Agreement (MOA)</p> <p>Discussed with 2016-033.</p>		
May 31, 2017	<p>2017-010 Inspector Training</p> <p>Parties discussed some gaps in the training for current inspectors, particularly the need to provide training about the industries.</p>	Employer	Employer to follow-up.
May 31, 2017	<p>2017-012 Lone Worker Technology Solution</p> <p>The Lone Worker Technology has been rolled-out and training is underway.</p>		
May 31, 2017	<p>2017-013 Radiation Protection Services (RPS) Unit</p> <p>LERC meeting dates will be scheduled for the North York location and RPS will be included in those meetings.</p>		
May 31, 2017	<p>2017-014 Fleet Vehicle Trip Record and Telematics</p> <p>Employer has no updates on telematics.</p> <p>OPSEU raised some concerns on the Fleet Vehicle Trip Record.</p>	Employer	Employer to follow-up.

Date Tabled	Business Arising	Referred to	Action
September 13, 2017	<p>2017-018 Central East – Working Lunch</p> <p>Parties discussed the use of manager’s discretion under the Travel, Meals and Hospitality Directive in approving claims for lunch.</p>		
September 13, 2017	<p>2017-019 Central East – Employer Paid Parking</p> <p>Employer advised that options for short-term paid parking are still being explored with building management. Employer will advise OPSEU if there is any development on this item.</p>		
September 13, 2017	<p>2017-020 Salary Range/Grid Movement as of January 1, 2018 (Implementation)</p> <p>Parties at the corporate level have been discussing this issue and a grievance has been filed at the corporate level.</p>		To be removed at the next meeting.
September 13, 2017	<p>2017-022 Security Checks</p> <p>OPSEU inquired if the Employer can reconsider the need for security checks for ESOs, with the Bill 148 changes that now provides the ability to pay the employees directly, thereby eliminating the need for ESOs to handle cash and cheques.</p>	Employer	Employer to follow-up.

Date Tabled	Business Arising	Referred to	Action
	OPSEU is also asking the Employer to reconsider the need for re-checks every 5 years.		
September 13, 2017	<p>2017-023 Office Re-organization with ESO New Hires</p> <p>Employer advised that LERCs are being engaged when there are office re-organizations, as per previous discussions at MERC. Employer also advised that there is a provincial Accommodation Committee that has representations from different offices.</p>		
November 7, 2017	<p>2017-025 DHET Inspectors</p> <p>Employer confirmed that training is rolling out. Employer will share the revised policy.</p>	Employer	Employer to follow-up.
November 7, 2017	<p>2017-026 ES RPC QA/QC Field Visits</p> <p>OPSEU raised a concern with the lack of OPSEU engagement prior to the roll-out. Employer advised that there will be more engagement between MERC and EPB on any program changes.</p>		
November 7, 2017	<p>2017-027 Office Vacancy Report</p>		To be deleted from the agenda.

Date Tabled	Business Arising	Referred to	Action
November 7, 2017	<p>2017-030 Lateral Transfers within the Same Office</p> <p>OPSEU seeks confirmation from the Employer that lateral transfers will be identified by unit and that the Employer will honour lateral transfers between units in the same office. OPSEU advised that other ministries are allowing it. Employer will review and respond.</p>	Employer	Employer to follow-up.
November 7, 2017	<p>2017-031 Joint Disability Accommodation Program Launch</p> <p>An update was provided regarding the launch of the program in December.</p>		

Date Tabled	New Business	Referred to	Action
January 10, 2018	<p>2018-001 Bill 148 Impacts to MOL</p> <p>Employer provided some information on changes to benefits and compensation entitlements, resulting from Bill 148.</p>		
January 10, 2018	<p>2018-002 New Employee Assistance Program</p>		


Date Tabled	New Business	Referred to	Action
	Parties discussed the new Employee Assistance Program and enhanced counselling services.		

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

Date Tabled	Standing Items	Referred to	Action
January 21, 2016	2016-003 Joint Employment Accommodation and Return to Work Program Discussed with 2017-031.		
March 23, 2016	2016-011 Transition Exit Initiative No updates at this time.		
November 16, 2016	2016-034 New Hire Letters No updates at this time.		
January 24, 2017	2017-003 Digital Government No updates at this time.		
May 31, 2017	2017-009 Employee Engagement No updates at this time.		
	Future Meetings: March 7, 2018 May 9, 2018 July 4, 2018		


Date Tabled	Standing Items	Referred to	Action
	September 19, 2018		

For the Union:



Neil Martin
Co-chair, OPSEU
Date: January 10, 2018

For the Employer:



Susan Flanagan
Co-chair, Management
Date: January 10, 2018

