

MINISTRY OF LABOUR
Ministry Employee Relations Committee (MERC) Meeting
November 7, 2017, 400 University Avenue, 7th Floor, Lanark Room, Toronto ON
November 9, 2017, By Teleconference

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 * Chair	Greg Jones	

Date Tabled	Business Arising	Referred to	Action
March 23, 2016	<p>2016-010 Recruitment and Retention (GTA)</p> <p>Employer provided the requested information to OPSEU on September 19th. Employer indicated that the recruitment plans for Central East Region have not been finalized.</p>		
July 26, 2016	<p>2016-022 Balanced Scorecard, Operations Division</p> <p>The subcommittee met on October 24, 2017 to discuss Balanced Scorecard. OPSEU continues</p>	Employer/OPSEU	

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	<p>to raise its concern that the Balanced Scorecard is not an appropriate tool to measure enforcement activities and suggested that it must be discontinued.</p> <p>Employer is very willing to look at other options on performance measurements and to work with MERC to deliver effective performance management discussions. OPSEU is willing to work with the Employer on developing other options.</p>		
July 26, 2016	<p>2016-023 Accreditation Program</p> <p>Jules Artanz-Gray, Director of Training and Awareness Branch, Prevention Office, provided updates on the Accreditation Program.</p>		
November 16, 2016	<p>2016-033 Fleet for ESOs</p> <p>Parties are continuing discussions on fleet for affected ES staff.</p>	Employer/OPSEU	
January 24, 2017	<p>2017-001 Use of Inspectors Across Programs</p> <p>With respect to laterals of inspectors across programs, Employer advised that it is willing to review this issue at a later time but Employer will explore and review the possibility of allowing</p>	Employer	

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	transfers on a case by case basis and developing criteria for consideration.		
January 24, 2017	2017-002 Sault Ste Marie – LERC Employer will follow-up regarding the scheduling of the training.	Employer	Employer to follow-up.
January 24, 2017	2017-005 ESOs Assisting Ministry of Finance (MOF) with Collections Investigations Employer will follow-up on the question on legislative authority previously raised by OPSEU.	Employer	Employer to follow-up.
March 22, 2017	2017-008 Fleet Memorandum of Agreement (MOA) Discussed with 2016-033.		
May 31, 2017	2017-010 Inspector Training Matrix Darcy Watson, Manager of the Divisional Learning Unit (DLU), presented on Modernizing Learning at the DLU. Employer will follow-up on the concerns raised by OPSEU on the new hire inspector training.	Employer	Employer to follow-up.

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May 31, 2017	<p>2017-012 Lone Worker Technology Solution</p> <p>Employer shared the communication to staff regarding the roll-out of the Lone Worker Solution.</p>		
May 31, 2017	<p>2017-013 Radiation Protection Services (RPS) Unit</p> <p>Employer advised that RPS has been invited to join the North York LERC and the RPS manager is now participating in Central East RMTs.</p>		
May 31, 2017	<p>2017-014 Fleet Vehicle Trip Record and Telematics</p> <p>Employer provided updates on the roll-out of telematics at MOL and the information that MOL is considering to request related to telematics.</p>		
September 13, 2017	<p>2017-017 Central East – Movement in Salary Range/Grid</p> <p>The ADM of Operations Division advised Central East Region staff that the Employer will not be moving current incumbents within the salary grid, except during their merit process.</p>		

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September 13, 2017	<p>2017-018 Central East – Working Lunch</p> <p>OPSEU inquired whether the application of manager’s discretion on working lunch previously identified for Central East will be implemented across the Division and when. Employer will follow-up and provide a response.</p>	Employer	Employer to follow-up.
September 13, 2017	<p>2017-019 Central East – Employer Paid Parking</p> <p>The Employer continues to work with the building management to arrange for a short-term parking spots for staff in the North York office.</p>	Employer	Employer to follow-up.
September 13, 2017	<p>2017-020 Salary Range/Grid Movement as of January 1, 2018 (Implementation)</p> <p>Employer has flagged this issue with TBS as a corporate issue.</p>		
September 13, 2017	<p>2017-021 Equal Distribution of Overtime</p> <p>Parties are continuing discussions to resolve the issue.</p>		This item will be deleted from the agenda.
September 13, 2017	<p>2017-022 Security Checks</p>		

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	Clelia Caportoto, Manager, Transition and Security Office, presented on Security Checks processes.		
September 13, 2017	2017-023 Office Re-organization with ESO New Hires Parties agreed that LERCs will be engaged in the design of work spaces.		
September 13, 2017	2017-024 Designating Home as Headquarters for Inspectors and ESOs OPSEU proposed that Employer considers designating home as headquarters as a pilot for inspectors and ESOs, given the number of new hires in Operations Division. Employer will review and follow-up.	Employer	Employer to follow-up.

Date Tabled	New Business	Referred to	Action
November 7, 2017	2017-025 DHET Inspectors Parties discussed the outcome of the pilot DHET inspectors and the concern with the psychological assessment tool that was used during the selection process.	Employer	Employer to follow-up.

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	Employer will invite OHSB to the next meeting to have more fulsome discussion on this issue.		
November 7, 2017	<p>2017-026 ES RPC QA/QC Field Visits</p> <p>OPSEU raised a concern with ES QA/QC inspection accompaniment by RPCs that was rolled-out in Operations Division. OPSEU also noted the lack of engagement in its design and lack of communication.</p> <p>Employer will follow-up and respond.</p>	Employer	Employer to follow-up.
November 7, 2017	<p>2017-027 Office Vacancy Report</p> <p>OPSEU raised a concern that there are several vacancies that have not been filled, particularly in Operations Division, which result in workload issues. Parties will discuss options and strategies on recruitment for Operations Division positions in future MERC meetings.</p>		
November 7, 2017	<p>2017-028 Use of Short-Term Sickness Plan (STSP)</p> <p>The Employer confirms that medical or dental appointments for routine check-up or for preventive reasons are not entitled to STSP, and that other situations will have to be dealt with on a case by case basis, such as ongoing treatment</p>		

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	and monitoring for an illness, injury and disability or situations requiring accommodations.		
November 7, 2017	<p>2017-029 Job Security for ESO1s (PCC) and ESO2s</p> <p>OPSEU inquired about the change in the decision-making process at PCC to resolve claims and the new online self-audit program and their impact on ES jobs.</p> <p>Employer advised that the ES Program regularly reviews and makes changes to its processes to ensure timely and thorough resolution of claims. Employer confirmed that there is no intent to change ES jobs with these changes.</p>		
November 7, 2017	<p>2017-030 Lateral Transfers within the Same Office</p> <p>Parties discussed the Employer's view on lateral transfers within the same office. Employer will review and will provide a response.</p>	Employer	Employer to follow-up.
November 7, 2017	<p>2017-031 Joint Disability Accommodation Program Launch</p>		

Date Tabled	New Business	Referred to	Action
	Updates were provided regarding the Program. The roll-out to employees is scheduled for December 1 st .		

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		

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	No updates at this time.		
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: January 10, 2018 March 7, 2018		

Date Tabled	Standing Items	Referred to	Action
	May 9, 2018 July 4, 2018 September 19, 2018		

For the Union:

For the Employer:

Original Signed by:

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Neil Martin
 Co-chair, OPSEU
 Date: November 9, 2017

Susan Flanagan
 Co-chair, Management
 Date: November 9, 2017