

**MINISTRY OF LABOUR, TRAINING AND SKILLS DEVELOPMENT**

**Ministry Employee Relations Committee (MERC) Meeting**

**March 23, 2021, via Microsoft Teams**

**In Attendance**

<b>For the Union</b>	<b>For the Employer</b>	<b>Guests</b>	<b>Regrets</b>
Neil Martin, Co-chair * Leslie Aiston Mike Grimaldi Richard Hutchinson Bonnie Sweet	Leann Alderson, Co-chair * Dorothy Holster Andrew Irvine Sandra Lawson Bill Roy Minerva Papasin  * Chair of the meeting	Mary Incognito Jacqueline Kalu-Kovarik	

<b>Date Tabled</b>	<b>Business Arising</b>	<b>Referred to</b>	<b>Action</b>
<b>April 28, 2020</b>	<b>2020-011</b> <b>WRAC/COVAT Issues – Orders and Field Visit Narratives, etc.</b> (Work Refusal Advisory Committee/Coronavirus Advisory Team)  No updates at this time.		
<b>April 28, 2020</b>	<b>2020-012</b> <b>Health and Safety (H&amp;S)</b>		

Date Tabled	Business Arising	Referred to	Action
	<p><b>H&amp;S Field Activities</b></p> <p>No updates at this time.</p>		
	<p><b>Point of Entry Risk Assessment</b></p> <p>No updates at this time.</p>		
	<p><b>EMCP Act Orders (Reopening Ontario Act)</b> See above item on H&amp;S Activities on the number of orders issued.</p>		
	<p><b>H&amp;S Safety Measures for Winter</b> See above item on Point of Entry Risk Assessment.</p>		
	<p><b>Contact Tracing</b></p> <p>Employer will share the updated contact tracing materials to all directors and managers in the ministry.</p>		
	<p><b>TSSA and Multi-ministry Initiatives</b></p> <p>No updates at this time.</p>		
<p><b>April 28, 2020</b></p>	<p><b>2020-013 Employment Training &amp; Development - Status</b></p>		

Date Tabled	Business Arising	Referred to	Action
	<p><b>System Service Managers</b></p> <p>Employer provided an update on the status of the Employment Service Transformation and its plans to measure the success of the initiative. Employer will provide further information as they become available.</p>		
	<p><b>Skilled Trades and Apprenticeship Modernization (including Digital Portal)</b></p> <p>Employer provided an update on the Apprenticeship Digital Transformation. Employer advised that there is no anticipated staff impact. Employer will provide further information as they become available.</p>		
	<p><b>H&amp;S Protocols for Hosting Written Exams/ Backlog of Exams</b></p> <p>No updates at this time.</p>		
	<p><b>Use of Personal Equipment for Government Work</b></p> <p>No updates at this time.</p>		
<p><b>April 28, 2020</b></p>	<p><b>2020-014 Reopening Ontario Act (ROA)</b></p>		

Date Tabled	Business Arising	Referred to	Action
	<p><b>Reopening Plan (GROW)</b></p> <p>No updates at this time.</p>		
	<p><b>Office H&amp;S and Cleaning</b></p> <p>No updates at this time.</p>		
	<p><b>Re-opening Strategies and Involvement of MERC, LERCS and JHSCs</b></p> <p>No updates at this time.</p>		
	<p><b>Status of OPSEU members in all areas of the MLTSD</b></p> <p>No updates at this time.</p>		
<p><b>September 22, 2020</b></p>	<p><b>2020-028 Ministry Anti-Racism Action Plan</b></p> <p>Mary Incognito and Jacqueline Kalu-Kovarik provided an update and responded to questions on the Ministry Anti-Racism Action Plan.</p>		

Date Tabled	Business Arising	Referred to	Action
	<p><b>Fair, Safe and Healthy Workplaces Division – Anti-Racism Advisory Committee</b></p> <p>Parties discussed OPSEU’s concern regarding the Division’s approach in seeking participation on the Anti-Racism Advisory Committee. OPSEU recommended that the approach to getting staff to participate in this initiative has to be deliberate and purposeful. Employer advised that an all-staff memo was sent to be inclusive of all who may have a keen interest and passion. That being said, Employer acknowledged that some staff may only volunteer if encouraged to do so.</p>		<p>Parties will continue discussion on this item.</p>
	<p><b>Anti-Black Racism</b></p> <p>No updates at this time.</p>		

Date Tabled	Business Arising	Referred to	Action
September 22, 2020	<p><b>2020-2029 Performance Metrics</b></p> <p>OPSEU raised a concern that some staff, particularly the specialized professional staff (e.g. hygienists), whose performance metrics depend on other staff's activities (e.g inspectors) may not be able to meet the metrics set for them. OPSEU recommended to have a holistic approach in reviewing their performance.</p>	Employer	Employer to review and follow-up.
November 24, 2020	<p><b>2020-030 New Inspector Hiring and Training – Status</b></p> <p>OPSEU advised that there were some concerns from new hires about the virtual training for the new inspector training.</p>	OPSEU	OPSEU will provide the specific concerns to Employer.
November 24, 2020	<p><b>2020-032 ESO CAT/ROA Overtime</b></p>		To be removed from the agenda.
January 19, 2021	<p><b>2021-001 Vehicle Health and Safety (vehicle and tire selection)</b></p> <p>No updates at this time.</p>		

Date Tabled	Business Arising	Referred to	Action
January 19, 2021	<p><b>2021-002</b>  <b>On-call (rotation, call-out, compensation)</b></p> <p>Employer advised that it is aware of on-call issues in some regions, which are currently being addressed.</p>		
January 19, 2021	<p><b>2021-003</b>  <b>T2200 Form</b></p>		To be removed from the agenda.
January 19, 2021	<p><b>2021-004</b>  <b>Vaccines for Field Staff</b></p> <p>Employer provided an update on steps taken with respect to staff vaccination. Employer advised that the vaccine roll-out will depend on the public health unit's priorities and schedule.</p> <p>OPSEU inquired if exam invigilators are on the priority list.</p>	Employer	Employer will follow-up.
Date Tabled	New Business	Referred to	Action
March 23, 2021	<p><b>2021-005</b>  <b>Multi-Ministry Enforcement Teams</b></p> <p>OPSEU inquired if there has been feedback on the survey sent to multi-ministry teams.</p>	Employer	Employer will provide the feedback received from the survey, when available.

<b>March 23, 2021</b>	<b>2021-006 Prevention Division – Update</b>  Employer provided an update on the recent changes in the Training Awareness Branch, and the newly-created unit, Solutions and Client Services Unit.		
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<b>Date Tabled</b>	<b>Standing Items</b>	<b>Referred to</b>	<b>Action</b>
	Parties agreed that Standing Items will be deferred to future meetings.		

	<b>Future Meetings:</b> May 18, July 20, September 21, November 23		
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For the Union:

*Neil Martin*

Neil Martin

Co-chair, OPSEU

Date: March 23, 2021

For the Employer:

*L. Alderson*

Leann Alderson

Co-chair, Employer

Date: March 23, 2021