

Ministry of Government and Consumer Services
Ministry Employee Relations Committee (MERC) Minutes
12:30 to 4:00 p.m., Thursday, January 21, 2016
Boardroom 5-2, 777 Bay Street, 5th Floor

Management Members	Louise Larocque (Co-Chair), Tricia Ireland, Robert Gagne, Denis Blais, Julie Clarke, Erin Sarantis, Andrea Hatzis
OPSEU Members	Sandra Snider (Co-Chair), Sylvie Valcourt, Debbie Ponte, Spencer Mitchell, Ricardo Dentone
Regrets:	
Guests/Presenters:	Kaleigh Pinto, ERD, TBS Diane MacNeill, SBU

New Business

No.	Agenda Item	Background / Discussion	Action
1	Administrative Items	<p>2016 Meeting Dates: The following 2016 meeting dates were set: March 24th (OPSEU to host); June 16th (Employer to host); September 22nd (OPSEU to host); November 17th (Employer to host); meeting start time – 10: a.m.</p> <p>Terms of Reference (TOR): TOR dated 1982 exist for the previous MGS MERC. A new model TOR exists in the collective agreement (Appendix 29).</p> <p>Standing Items: The parties need to identify the standing agenda items.</p> <p>Minutes: The parties agreed to have live minutes and the SBU Advisor will continue to take minutes.</p>	<p>Parties to schedule meetings and inform members of locations.</p> <p>Parties to review model TOR in collective agreement and provide feedback to A. Hatzis.</p> <p>OPSEU to provide feedback to the Employer on standing items.</p>

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2	Updated Surplus List Updated Vacancy List Updated Seniority List	The surplus and vacancy lists are provided centrally to CERC, but can be forwarded to MERC and shared confidentially. The seniority list is provided centrally to CERC. The Employer has requested an updated MGCS list.	
3	TEI Statistics	OPSEU has requested that TEI statistics be provided broken down by branch. The Employer advised that the information is tracked on a ministry-wide basis only.	
4	OSS – update Service Ontario – update LRO - update	OPSEU has requested updates such as the following: <ul style="list-style-type: none"> - Any planned relocations - Business Review Updates - Pilot Programs - New training programs - New initiatives The Employer noted that most of these items are disclosed to the Union in accordance with the Confidential Disclosure to Bargaining Agents Directive.	Employer to review request.
5	Attendance Support and Management Program (ASMP)	OPSEU raised concerns about the Employee Representation form. OPSEU also inquired about the number of Disability Accommodation Specialists for MGCS.	Employer to follow up with CEHSW.
6	New MGCS Positions	OPSEU raised concerns about new “team lead” positions created in the Ministry that are in the AMAPCEO bargaining unit. The Employer advised that all new positions are classified and placed in the appropriate bargaining unit by the Enterprise Classification Unit.	
7	STSP – Top Up	OPSEU raised the following concerns about the STSP pay rate form (for payment at 75%): <ul style="list-style-type: none"> - the time it could take to have the form completed by a doctor and submitted for processing by the Employer; - the cost charged by doctors to complete the form; and - the need to provide different forms for ASMP purposes and for STSP top up. 	Employer to follow up with CEHSW.

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8	LERCs and Health and Safety Committees	<p>The Employer will provide its most current H&S committee and LERC lists, and the parties will work together to update the lists and identify any gaps.</p> <p>Also, the parties will remind LERCs that LERC minutes need to be submitted to the MERC.</p>	Parties to follow up.
9	Telework arrangements	OPSEU requested a report on all telework agreements. The Employer noted that telework agreements are not tracked at the Ministry level. OPSEU is, however, provided with copies of the agreements at the local level as a signatory.	
10	ServiceOntario subcommittee	The parties confirmed their agreement not to have a ServiceOntario MERC subcommittee within the new MGCS MERC model. The parties will check back at the September meeting to assess the success of the new model and ensure issues from all divisions are being properly addressed.	
11	Fixed Term staff Lists	The Employer confirmed a list will be provided to OPSEU before the end of January and quarterly thereafter. Consultant lists are shared with OPSEU centrally.	
12	Footwear Policy	The Employer will ensure that the MOA dated March 20, 2014 regarding Protective Footwear will be posted on the intranet site.	Employer to post MOA on the MGCS intranet site.
13	MGCS Training and Development	<p>OPSEU has requested an EAP orientation for the MERC.</p> <p>The Employer provided an update on projected 2016 retirements and retirement planning, including resources and training available for employees.</p>	Employer to schedule EAP orientation session at a future MERC.
13	EFSSD Restructuring	The parties discussed the employees remaining on the surplus list. OPSEU requested whether there are any permanent or temporary opportunities for these employees within the GTA.	Employer to consider OPSEU's request.
14	Hiring Practices Focus Group	OPSEU requested an update on the outcome of the Focus	Employer to follow up with TBS.

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15	Benefits Changes Communications to Employees on LTIP	<p>Group.</p> <p>OPSEU inquired whether any communications went out to employees on LTIP regarding the recent changes to the OPSEU Collective Agreement.</p>	Employer to confirm which communications were sent to employees on leaves of absence including LTIP.

Union Co-Chair: Sandra Snider

Management Co-Chair: A. Larocque

Date: Mar 24 / 2016

Date: 2016.03.24