

Ministry Employee Relations Committee

MCSCS - Community Safety

Minutes

Friday, March 23, 2018

Via Teleconference

Attendees

For the Union

- Drew Maddison (Co-chair)
- Ram Selvarajah
- Sandra Harper (OPSEU Negotiator)

For the Ministry

- Bart Nowak (Co-chair)
- Cathy Laakso

Regrets

- Supriya Mahimkar-Patrick

Resources

- Buky Adeoye, Employee Relations Advisor, Bargaining and Compensation

Note Taker

- Lise Ledoux, Employee Relations Committee Coordinator

Previous Business

1. **LERCs** – MERC will schedule teleconference with co-chairs to assist with the launch of LERCs. Information on Employee Relations Committee joint Level 1 training offered by OPSEU and the Centre for Public Sector Labour Relations and Compensation was forwarded to Employer Co-chairs and MERC encourages them to attend this training. These newly established ERCs will be invited to attend a future MERC meeting.

Action: Employer to schedule a conference between MERC and LERC
Co-chairs to get an update on their launch.

Standing Items

1. **Surplus List** – there is one active staff on the list.

Action: Update to be provided at the next meeting.

2. **Conversion List/Unclassified Employees** – list was shared with the Union and no concerns.

Action: Update to be provided at the next meeting.

3. **Recent Disclosures** – list was shared with the Union and no concerns.

Action: Update to be provided at the next meeting.

4. **Transition Exit Initiative (TEI)** – one application still outstanding from 2017. No applications have been submitted for 2018.

Action: Update to be provided at the next meeting.

5. **Attendance Support Management Program (ASMP) Statistics** – there are no staff remaining on ASMP.

Action: An overview of the Employee Attendance Support Program that replaced the Attendance Management Policy will be presented at the next meeting.

New Business

1. **On-call versus Stand-by** – there was a misunderstanding regarding on-call correspondence shared in February with fire services staff in the Office of the Fire Marshal and Emergency Management. The Employer advised that deployment of on-call remains as two 2 hours and staff were spoken to directly regarding the misinterpretation. Union stated that there are inconsistencies in the application.

Action: OFMEM to reissue a memo clarifying the previous communication.
Update to be provided at the next meeting.

- 2. Emergency Management Branch Disclosure and Hiring Update** – Parties reiterated that OPSEU must be made aware of the creation of all new positions. The Employer is committed to working with the bargaining agents and disclose all business decisions per the process set out in the Management Board of Cabinet, April 22, 2009, Confidential Disclosure to Bargaining Agents Directive.

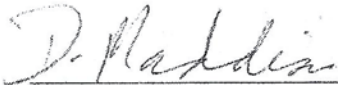
Action: Information only. Item to be removed from the agenda.

Next Meeting

- Friday, June 1, 2018 at 25 Grosvenor Street, 17th floor South Internal Boardroom (12 p.m. start time)

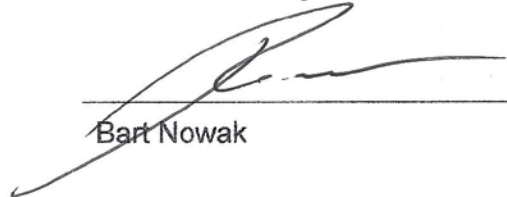
Signatures

For the Union:



Drew Maddison

For the Ministry:



Bart Nowak