

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

Thursday, July 19, 2018 | 9:30-12:30
5757 Coopers Avenue, Mississauga

In Attendance

| For the Union | For the Employer | Guests | Regrets |
|---|--|--------------------------|---|
| W. Larose * (Co-chair) S. Martin S. Iovacchini S. Hardie C. Abrie-Forsyth | R. Aujla (Co-Chair for S. Tapp) K. Byrnes J. Sinclair (for S. Pietrangelo) | J. Hudebine S. Prince | S. Tapp S. Pietrangelo K. Bentley |

| # | Date Tabled | Agenda Item | Standing Items | Referred to | Action |
|---|-------------|-------------|--|-------------|-------------------|
| 1 | 97-01-02 | Disclosures | The Ministry provided an updated disclosure list for this meeting. | Employer | Remain on agenda. |

| # | Date Tabled | Agenda Item | Standing Items | Referred to | Action |
|---|-------------|---|--|-----------------|---|
| 2 | 04-03-01 | Road User Safety (RUS) Modernization | <p>The Ministry provided an update on the overall RUSMOD initiative.</p> <p>The Ministry has created an intranet site with information regarding the RUSMOD initiatives that will be further communicated to staff in the next 2 months.</p> | Employer | The Ministry will continue to provide updates as they become available. |
| 3 | 07-10-02 | Employee Experience Survey | The 2018 Employee Experience Survey results have been delayed and are expected in the Fall of 2018. | Employer | The Ministry will continue to provide updates as they become available. |
| 4 | 07-12-01 | Provincial Highway Management Update | The Ministry provided an update regarding Carillion. | Employer | The Ministry will continue to provide updates as they become available. |
| 5 | 13-04-01 | Transition Exit Initiative (TEI) | The Ministry provided an update on the number of Ministry TEI applications and approvals. | Employer | Remain on the agenda. |

| # | Date Tabled | Agenda Item | Standing Items | Referred to | Action |
|---|-------------|---|--|-----------------------|---|
| 6 | 13-04-01 | Fixed Term / Seasonal / Students Lists | The Ministry provided updated Fixed Term, Seasonal and Students lists to OPSEU. OPSEU raised a few questions regarding the Fixed Term list. | Employer/Union | The Ministry will follow-up on OPSEU's questions. |
| 7 | 13-07-01 | LERC List | OPSEU provided an update to the LERC list. | Employer/Union | Remain on the agenda. |

| # | Date Tabled | Agenda Item | Business Arising | Referred to | Action |
|---|-------------|-------------------------------------|---|-----------------------|--------------------------------------|
| 8 | 13-12-05 | TEO Memorandum of Settlement | The parties have met since the last meeting. Additional meetings shall be scheduled to discuss this matter further and report back by the next meeting. | Employer/Union | The parties to meet and report back. |
| 9 | 12-10-16 | ASMP | The Ministry provided an update on the statistics of the former ASMP. | Employer/Union | Remove from agenda. |

| # | Date Tabled | Agenda Item | Business Arising | Referred to | Action |
|----|-------------|---------------------------------|---|----------------|---|
| 10 | 01-18-17 | Digital Government | The Ministry does not have any updates at this time. | Employer | The Ministry will continue to provide updates as they become available. |
| 11 | 01-18-17 | Smart Station Pilot | The Ministry has selected a vendor and is currently in approvals for the project plan. | Employer | The Ministry will provide updates as they become available. |
| 12 | 07-13-17 | Reclassification in Geomatics | Item removed. | Employer | Remove from agenda. |
| 13 | 10-19-17 | TEO Performance Targets | The Ministry and OPSEU discussed performance measures and considerations. | Employer | The Ministry will provide an outline of how the annual performance target is calculated for review by the next meeting. |
| 14 | 02-08-18 | Fair Workplaces Better Jobs Act | On January 3, 2018 there was an OPS Weekly communication to all OPS employees regarding changes to entitlements as a result of the Fair Workplaces Better Jobs Act including entitlement to ESA Paid Emergency Leave 2 days paid leave followed by 8 unpaid leave | Employer/Union | Remove from Agenda |

| # | Date Tabled | Agenda Item | Business Arising | Referred to | Action |
|----|-------------|-------------------------|---|----------------|-------------------|
| | | | <p>days (maximum 10 days). <u>Employment Standards Act (ESA) – Changes to Benefits and Compensation Entitlements for OPS Employees.</u></p> <p>The Union has been advised that the PEL days are in addition to other leave credits in the Collective Agreement.</p> <p>June 4, 2018 new fact sheets have been published regarding Personal Emergency Leave (PEL). The Ministry confirms the application of the PEL per the Fact Sheet found on MyOPS Intranet – Benefits page http://intra.ops.myops.gov.on.ca/cms/tiles.nsf/vwReadPagesByRefID_Content/hro2011.10.27.11.08.12.KRN_page?Opendocument</p> | | |
| 15 | 02-08-18 | MERC Terms of Reference | The parties continue to work towards updating the MTO MERC Terms of Reference. | Employer/Union | Remain on agenda. |

| # | Date Tabled | Agenda Item | Business Arising | Referred to | Action |
|----|-------------|-------------------------------------|---|----------------|--|
| 16 | 04-26-18 | Gender Inclusive Language | The Ministry provided a response regarding the adaptation of gender inclusive language. | Employer | Remove from agenda. |
| 17 | 04-26-18 | Ottawa Area Highway Maintenance | OPSEU raised concerns that contractor employees are working or conducting work done by OPSEU represented positions. MTO confirmed that all individuals in the identified areas conducting OPSEU represented work are in OPSEU represented positions. | Employer | Remove from agenda |
| 18 | 04-26-18 | Indigenous Internship Pilot Program | The Ministry responded to the questions previously raised by OPSEU. | Employer/Union | The Ministry will continue to provide updates regarding the status of the pilot. |
| 19 | 04-26-18 | COI Requirements | Questions have been clarified. | Employer | Remove from agenda. |

| # | Date Tabled | Agenda Item | New Business | Referred to | Action |
|--------------------------------|-------------|--|--|-------------|---|
| 20 | 07-19-18 | Technical Services Officer job specification | OPSEU asked about the status of the Technical Services Officer job specification. | Employer | The Ministry will provide an update. |
| 21 | 07-19-18 | Hiring Freeze Surplus Notice | OPSEU requested surplus notice to be put on hiatus during the hiring freeze. The matter has been raised corporately. | Employer | Remain on agenda. |
| 22 | 07-19-18 | Hiring Freeze Interpretation | OPSEU requested clarification on the hiring freeze messaging. | Employer | The Ministry will issue communication to staff regarding hiring restrictions. |
| 23 | 07-19-18 | Community Hubs | OPSEU asked about the Ministry's involvement with Community Hubs. The Ministry indicated there are no known impacts to MTO programs at this time. | Employer | Remove from agenda. |
| Next Meeting: October 11, 2018 | | | | | |

For the Union: Will Larose *W. Larose*

Date: July 31, 2018

For the Employer: Lamont Ayala for
Shelley Tapp

Date: July 25/18