

MGCS MERC Minutes

Time: 10:30 a.m. to 3:30 p.m.

Date: September 19, 2018

Location: 2nd Floor, 777 Bay Street, Toronto, Ontario

Meeting Chair

Management

Management Members in Attendance

Rico Mederios

Management Resources

Andrea Hatzis, Millie Ng, Sharmi Krishnaanandan

OPSEU Members in Attendance

Debbie Ponte (Co-Chair), Spencer Mitchell, Stacy Grieve, Rodger Noakes

Regrets

Rob Gagne (Co-Chair)

Ray Maday

Diane MacNeill

Barbara Gaudette

Guests

N/A

Presenters

N/A

Minutes

Sharmi Krishnaanandan

Standing Items

Item 1: Administrative Items

The parties confirmed December 18, 2018 as the next MERC meeting date.

Action: No action.

Item 2: Attendance Support and Management Program (ASMP)

The parties discussed whether there were employees remaining in the old ASMP and agreed to rename this item Employee Attendance Support Program (EASP).

Action: Employer to follow up regarding ASMP numbers.

Item 3: Reports (Surplus, Vacancy, Seniority Lists, Disclosure Log)

The Employer shared all reports with the Union. No questions were raised by the Union.

Action: No action.

Item 4: TEI Statistics

The Employer shared divisional-level statistics of TEI applications received as of August 3, 2018. A new request was received from CCD.

TEI Applications from January to August: 7 (Seven)

Divisional breakdown:

CSOD – 1

EBSD – 3

PBSD – 2

CCD - 1

Action: No action.

Item 5: Ministry Updates and Announcements

MGCS Update: The Employer provided a copy of the June 29, 2018 announcement and the two Deputy Minister structure.

Action: The parties agreed to keep the MGCS update as a standing sub-item on the agenda.

OSS Blueprint: No updates.

Action: No action.

Safe Space Pilot: The pilot ended and will not be continuing.

Action: Parties agreed to remove this item from the agenda.

ONBIS Update: Union will be notified when the training is ready to be rolled out.

Action: No action.

Driver's License and Health Renewal Project: The Employer provided statistics on the usage and satisfaction since launch.

Action: No action.

LRO OnLand Project: No updates.

Action: Employer to provide updates as applicable.

Common Scheduling Pilot: Employer provided update on the progress of the pilot. The parties are proceeding with a Common Scheduling Sub-committee and the Union will be communicating to the participating members.

Action: Employer to provide updates as applicable.

Enterprise Digital Service and Integration Division: No updates at this time.

Action: Employer to provide updates as applicable.

Ministry Reviews and Pilots: Next steps are under review for both Financial Processing Operations Branch Process Review and the EBSD Divisional Functional Review.

Action: Employer to provide updates as applicable.

Item 6: MERC/LERC Issues

Thunder Bay: LERC at Thunder Bay is now operational. It is a joint LERC for LRO, TBPVSB and OSS.

Action: Employer to provide updates as applicable.

London Retail Office: No updates at this time.

Action: Parties to follow up as required.

North Bay: A new LERC is being setup.

Action: Parties to follow-up as required.

Owen Sound: A new LERC is being setup.

Action: Employer to follow up with local management.

Item 7: MGCS Training and Development

No updates.

Action: No action.

Item 8: Joint Health and Safety Committees (JHSCs)

The Health & Safety Committee at 777 Bay was discussed. The Union confirmed that the Local President will remain a member of the committee until elections are held.

Action: Employer to confirm the Local President is on the membership list.

Item 9: Recruitment and Retention

The parties were unable to resolve this at the Ministry level and agreed to escalate to CERC for potential resolution at the corporate level.

Action: To be escalated to CERC.

Item 10: Queen`s Park Reconstruction Project

The parties discussed corporate disclosure sent August 27, 2018. The Union provided a list of questions that the Employer will respond to quickly. The key concerns highlighted by the Union are parking, flexible work hours and pedestrian/side-walk issues. This item is noted as urgent.

Action: Employer to follow up on the questions raised by Union as well as the concerns raised.

Follow Up Items

Item 11: Thunder Bay LRO 6 pm Shift

No update.

Action: Employer to follow up on whether the current arrangement will continue permanently.

Item 12: Recruitment Feedback Process

Union raised questions about providing feedback to employees who were unsuccessful in a competition. The Employer clarified that there are no policies but feedback is encouraged to give candidates an understanding of how they performed to help them improve in future competitions. The feedback is intended to be a positive and constructive informal discussion. Rankings of other candidates should not be shared.

Action: Parties agreed to remove this item from the agenda.

Item 13: Operational Process Review Project, Central Services Division

The project is moving forward and currently in consultation phase.

Action: Employer to follow up on who is leading the consultations and who is on the project team.

Item 14: LRO Complex Processing Centers

The Union clarified additional concerns.

Action: Employer to follow up.

Item 15: Developmental CSR3 Opportunities

The Union clarified concerns regarding timelines.

Action: Employer to follow up on timeline for rotation.

New Items

Item 16: Hiring Freeze Impact on the Ministry

The parties discussed the hiring freeze information shared in the corporate infoshare dated June 18, 2018 and how it affects MGCS.

Action: Employer to provide updates as applicable.

Item 17: Ergonomic Assessment

The Employer provided a general update on the process. The Union raised concerns about a specific situation where the timelines were too long.

Action: The parties agreed to remove this item from the agenda.

Item 18: Privacy Attestation in Financial Processing Operations Branch

The Employer confirmed that it had shared the Union's concerns with the program area management.

Action: The Employer to follow up.

Item 19: North Bay Mail Service

The parties discussed the health and safety concerns and privacy issues.

Action: Employer to follow up with the program manager.

Item 20: Emergency Management/Health & Safety

The Union had a number of questions regarding the emergency management and health & safety reporting within the Ministry.

Action: Employer to follow up on the questions provided by the Union.

Item 21: Flex Work Arrangements – OPSEU Sign-Off

The parties discussed the process.

Action: The parties to follow up as required.

Item 22: Indigenous Cultural Competency Training (ICCT)

The Union requested to have LERC/MERC members to be trained on a priority basis if possible.

Action: Employer to follow up.

Item 23: Cannabis Proclamation – October 17, 2018

The Employer has no update.

Action: Employer to follow up as applicable.

Item 24: Process Change for Vari-Desks

Previously item 12 on the agenda.

Action: The parties confirm to remove item from the agenda.

Approvals

Union Co-Chair:



Debbie Ponte

Date: *Sept 19, 2018*

Management Co-Chair:



Andrea Hatzis (for Rob Gagne)

Date: *Sept. 19, 2018*

