

Ministry Employee Relations Committee (MERC)

Meeting Minutes

Wednesday January 18, 2017 | 9:30-12:30
Regional OPSEU Office, 5757 Coopers Ave, Mississauga

In Attendance (* chair of meeting)			
Union	Employer	Guests	Regrets
W. Larose* (Co-chair) E. Strachan C. Santangelo C. Abric-Forsyth S. Martin S. Iovacchini	Shelley Tapp (Co-Chair) K. Bentley H. Francis C. Johnstone S. Pietrangelo	J. Hudebine C. O'Connor	

#	Date Added (year-month-day)	Agenda Item	Standing Items	Action
1.	97-01-02	Disclosures	The Ministry provided an updated disclosure list for this meeting. OPSEU requested disclosure list from October 2014 to August 31 2015.	The Ministry to follow up on OPSEU's request.
2.	04-03-01	Road User Safety (RUS) Modernization	The Ministry advised that the implementation of Carrier Modernization is complete, and the introduction of online services to carriers is in process. The Ministry has brought in additional resources for vacancies as they arise.	Remain on agenda.
3.	07-10-02	Employee Engagement Survey	The Ministry provided updates on the upcoming Employee Engagement Survey. The information is preliminary at this point. OPSEU requested if the results could be broken down by division to see how engagement varies.	The Ministry will continue to provide updates.

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4.	07-12-01	Provincial Highway Management Update	<p>The Ministry provided an update on the Tendering and Oversight of Construction Projects coming out of the Auditor General's Report. The Ministry is currently using working groups across functions to address the recommendations and create an action plan, expected to be released at the end of January.</p> <p>The Ministry has received positive feedback from the OPP on Winter Maintenance.</p> <p>OPSEU raised concerns that one of the recommendations from the Auditor's Winter Maintenance Report was not being implemented by the Ministry. The Ministry provided additional information on the rationale.</p>	Remain on the agenda.
5.	13-04-01	Transition Exit Initiative (TEI)	<p>The Ministry provided an update on the number of Ministry TEI applications and approvals.</p> <p>OPSEU requested a response in the next 30 days regarding what TEI approvals will look like in 2017.</p>	The Ministry to follow-up and provide a response.
6.	13-04-01	Fixed Terms / Seasonals / Students Lists	<p>The Employer provided an updated Fixed Term, Seasonals, and Students lists to OPSEU.</p> <p>OPSEU raised concerns with the Fixed Term list, in regards to the "entry date" provided. There is one instance where OPSEU believes the entry date is the extension of the contract rather than entry into position or entry into OPS.</p> <p>OPSEU requested additional lists that other Ministries are provided including an Agency Staff List and Temporary Assignment List. OPSEU also requested the Ministry's seniority list be provided monthly.</p>	<p>The Ministry will look in to this instance and the reporting of entry date.</p> <p>The Ministry will consider the request for additional lists and follow-up on the process requesting seniority lists.</p>
7.	13-07-01	LERC List	OPSEU is preparing a list of local presidents and will be sending correspondence to establish where local committees are present or not.	OPSEU to provide list of LERCs by the next MERC meeting.

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8.	13-12-05	TEO Memorandum of Settlement	OPSEU and the Ministry agreed to strike a sub-committee to meet and review the TEO Memorandum of Settlement.	The parties to set a date for sub-committee meeting and to provide follow up at next MERC meeting.
9.	16-05-05	Use of Security Cameras	<p>OPSEU requested the parties enter into a memorandum regarding the use of security cameras. The Ministry advised that this request is more appropriately addressed at the corporate level.</p> <p>OPSEU has remaining concerns about who has access to the footage, and what is being done to address this. OPSEU identified some specific areas of concern and asked that they be addressed. OPSEU has also requested that any existing policies for security camera usage be provided by the next meeting.</p>	The Ministry will follow up on the concerns raised and look in to if there is a policy on use of security cameras.
10.	16-05-05	Provincial Sign Shop	<p>The Ministry provided an update on staffing.</p> <p>OPSEU inquired about a true seasonal position being established at the North Bay Sign Shop.</p>	The Ministry will follow up on OPSEUs inquiry.
11.	16-10-12	Telework Agreements	The Ministry provided OPSEU with copies of telework agreements for LTC.	OPSEU to review agreements and advise if any questions or concerns.
12.	16-10-12	MTO Employees with Professional Designations	<p>OPSEU's request for assistance in gathering a summary of MTO employees with professional designations is no longer required.</p> <p>OPSEU requested the ministry to consider licensing fees for TEOs who require mechanics licenses. The parties agreed that this is to be discussed by the sub-committee on the TEO MOS.</p>	The Ministry and OPSEU will address this at the TEO MOS sub-committee.

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13.	16-10-12	CWWs in PHM	<p>PHM is developing a request process for OPSEU-represented employees to request CWW work schedules.</p> <p>Requests for CWW will be reviewed by management taking into consideration operational requirements.</p>	The Ministry will provide an update within 30 days.
14.	12-10-16	ASMP Statistics	<p>OPSEU raised concerns with the integrity of the data in the ASMP reports; the Ministry is looking in to these concerns.</p> <p>OPSEU requested more information about the Disability Accommodation Specialist role in ASMP and are seeking a presentation or further information to clarify this.</p> <p>OPSEU asked what training is being done by the ministry on ASMP.</p>	<p>The Ministry will look in to OPSEU's concerns and will report back on education being done for Managers on ASMP.</p> <p>OPSEU will bring the program rolled out at MOL for Regional Advisors for consideration at the next meeting.</p>
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15.	01-18-17	Digital Government	<p>OPSEU requested information regard the impact of Digital Government on MTO.</p> <p>The Ministry advised that MGCS is the lead for this program and there is currently limited information on approach and potential impact on the Ministry's services.</p>	The Ministry will provide updates as they become available.

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16.	01-18-17	Ottawa Managed Outsourcing Maintenance	OPSEU has inquiries regarding status of employees brought in as part of the Ottawa Managed Outsourcing Maintenance initiative.	OPSEU to provide a list of inquiries for further discussion at the sub-committee. The Parties agreed to set up a sub-committee to discuss this issue.
17.	01-18-17	Smart Station Pilot	OPSEU inquired about the Smart Station pilot program being developed by RUS. The program is to take a look at a more focused screening process for commercial vehicles based on the carrier safety rating. The Ministry advised on the preliminary plans.	The Ministry will provide an update within the next two MERC meetings when further information is available.

For the Union

January 18, 2017
Date

For the Employer

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