

# MGCS MERC Minutes

Time: 10:00 a.m. to 3:00 p.m.

Date: December 10, 2019

Location: 2<sup>nd</sup> Floor, 777 Bay Street, Toronto, Ontario

## **Meeting Chair**

Union

## **Management Members in Attendance**

Diane MacNeill (Co-Chair), Mike Amato, Millie Ng, Rico Medeiros, Karen Baldassarra, Andrea Hatzis, Natasha Holland

## **Management Resources**

Karan Singh

## **OPSEU Members in Attendance**

Debbie Ponte (Co-Chair), Stacy Grieve, Rob Cox, Spencer Mitchell, Kathleen Demareski (OPSEU)

## **Regrets:**

**Guests:** Dilshad Ghadially

**Presenters:** N/A

## **Minutes**

Karan Singh

# Standing Items

## Item 1: Administrative Items

Welcome new members including Natasha Holland and Dilshad Ghadially. Both parties have agreed on the following MERC dates for calendar year 2020 at 777 Bay Street.

March 10, 2020

June 9, 2020

September 22, 2020

December 15, 2020

## Item 2: Reports (Surplus, Vacancy, Seniority Lists, Disclosure Log)

The Employer shared all reports with the Union on November 27, 2019.

**Action:** Employer will continue to endeavour to provide reports at minimum two weeks in advance where possible. Employer to follow up regarding the vacancy report.

## Item 3: TEI Statistics

The Employer provided updated TEI statistics at the meeting:

MGCS (2013 -2019)	Total
Approved	301

**Action:** No action.

## Item 4: Government and Consumer Services Updates

Employer to share executive announcements via email with the Union.

OSS Blueprint: No updates. May be removed at future agenda.

One OSS: An update was provided regarding recent announcements.

**Action:** Employer to provide an update as it becomes available.

OSS HR Payroll Initiative: No updates.

**Action:** Employer to provide updates as they become available through the information sharing/disclosure process.

Centralized Procurement Initiative: Work on this initiative is ongoing.

**Action:** Employer to provide updates as they become available through the information sharing/disclosure process.

Financial Processing Operations Branch Pilot: The pilot is ongoing.

**Action:** Refer to item 22 for discussion.

ONBIS Update: No updates.

**Action:** No action.

EBSO Divisional Functional Review: No updates.

**Action:** Parties agreed to remove item.

Common Scheduling Pilot: Employee survey results are due on December 13, 2019.

**Action:** Parties to follow up on the balance of the schedules.

## **Item 5: MERC/LERC Issues**

OPSEU requested the list of existing LERCs in MGCS.

**Action:** OPSEU to follow up.

## **Item 6: MGCS Training and Development**

Workload, Change and Culture Update: No updates.

**Action:** No updates.

## **Item 7: Joint Health and Safety Committees (JHSCs)**

Minutes from JHSCs are posted on the CESHW's website; <https://intra.ontario.ca/cehsw>

**Action:** No updates.

## **Item 8: ITS Transformation Journey**

Data Centre Operations Update: Disclosure was provided on November 25, 2019 and information was shared with staff on November 27, 2019.

**Action:** Employer to provide an update when one is available.

# Follow Up Items

## **Item 9: Operational Process Review Project, Central Services Division**

A Confidential Information share was provided to OPSEU on September 13, 2019.

**Action:** Parties agreed to remove item.

## **Item 10: Developmental CSR3 Opportunities**

Developmental CSR3 opportunities in the Contact Centre: Union has provided specific details (names, location, and position information).

**Action:** Employer to follow up.

## **Item 11: Expenditure Restrictions - Impact on Hiring**

Ministry continues to fill positions based on operational requirements.

**Action:** Employer to follow up.

## **Item 12: Emergency Management/Health & Safety**

The Ministry emergency management lead attended the previous MERC meeting to provide an overview.

**Action:** Both parties agreed to remove this item.

## **Item 13: Multi Year Planning**

The OPS is currently in the pre-planning phase for the 2020-2021 MYP financial cycle.

**Action:** No updates at this time.

## **Item 14: ODS Lean Office**

Presentation from the Lean Office has been deferred to 2020 to provide an overview.

**Action:** Employer to follow up with Lean Office.

## **Item 15: Security Checks**

The Union requested a presentation as well a listing of known positions that requires security checks (by level).

**Action:** Employer to follow up.

## **Item 16: ITS Executive Support**

The Union provided specific examples regarding executive support.

**Action:** Employer to review what was provided.

## **Item 17: Appendix 15**

The Union raised the issues of Appendix 15 - the reduction of the fixed term workforce and the conversion to regular service. The Union also raised a concern that they are not copied on some appointment letters where employees are being converted.

**Action:** Employer to follow up.

## **Item 18: Security Clearance Disclosure**

No updates. Issue has been resolved.

**Action:** Both parties agreed to remove this item.

## **Item 19: Review Government Real Estate Portfolio (GREP)**

The review is being conducted by the Realty Division, which is still ongoing.

**Action:** Employer to provide updates as they become available.

## **Item 20: Current Process – Staff Recognition**

The Employer followed up on the staff recognition on additional questions raised by the Union.

**Action:** Employer to follow up on additional questions raised by the Union.



## **Item 21: SO- Common Scheduling Pilot – Survey Results (Reference Item #4)**

The Union will provide an update on survey responses (due December 13th). Both parties agreed to move this item to item #4 at the next meeting.

**Action:** Union to share survey responses.

## **Item 22: OSS- EFSD: Financial Processing Operations Branch Pilot (Reference Item #4)**

The Union raised concerns regarding if new positions and the impact on staff and seeking an update on the pilot. The Employer responded that there are no changes to employee positions or job descriptions during the pilot. Both parties agreed to move this item to item #4 at the next meeting.

**Action:** Employer to provide updates as they become available.

## **Item 23: Film Classification Act, 2005 – Consumer Services Operation Division (CSOD), Ministry of Government and Consumer Services (MGCS) (Reference Item #4)**

The Union asked if there are impacts to OPSEU-represented staff.

**Action:** Employer to follow up regarding training of staff.

## **Approvals**

Union Co-Chair:



Debbie Ponte

Date: December 10, 2019

Management Co-Chair:



Diane MacNeill

Date: December 10, 2019