

MINUTES

MINISTRY OF THE ENVIRONMENT

MINISTRY EMPLOYEE RELATIONS (OPSEU) COMMITTEE

MINISTRY JOINT HEALTH AND SAFETY (OPSEU) COMMITTEE

Tuesday March 4, 2014

1:00 p.m. to 4:00 p.m.

Room 1044, 10th Floor

40 St. Clair Avenue West

In attendance:

Jacques LeGris

Janis Pechinger

Jim O'Mara

Lance Larkin

Paul Nieweglowski

Melissa Forget

Khalid Khalfan

Advisors:

Doug Milic, CER, MGS

Sandra Harper, Job Security, OPSEU

Regrets:

Heather Taylor

ITEM	DISCUSSION	ACTION
A. REVIEW MINUTES	Previous minutes reviewed, modified and signed	Post

B. PREVIOUS BUSINESS AND STANDING ITEMS		
1. Fixed Term Reports	Fixed Term report issued, follow up on questions occurring	Update on queries
2. Modernization of Approvals-Standing item	Nothing new to report	
3. Article 1.8 Job description-Standing item	Nothing new raised	
4. Flexible Work Agreements/ Arrangements	Nothing new raised or to report	
5. Business Services Review-Standing item	Parties agreed to take off the agenda	Remove from agenda
6. RbP-Standing Item	Management advised the RbP was submitted and presented. Until announced management will not know. There are no planned FTE reductions.	
7. Training in the Ministry	Nothing new at this time	
C. NEW BUSINESS		
1. Working Near water training	Management provided a presentation on the Working Near Water Training	
2. MOE Inclusion Plan	Management provided a presentation on the MOE inclusion plan.	
3. On Ice Training	<p>The Northern Region RERC forwarded concerns related to the provision of On Ice Training to staff.</p> <p>Management advised that the plan for working near water and on ice training has been developed involving:</p> <ul style="list-style-type: none"> Tier 1- Working near water and on Ice Awareness e-learning; Tier 2- in class training working near water Tier 3- working on ice. <p>Training sessions are planned as follows: June/July 2014 - working near water; December 2014 – working on ice Management indicated that there was no VOR on Working near water as expired in June of 2013. And for working on ice there were insufficient staff available with a valid tier 2 prerequisite. Union indicated this training is needed province</p>	

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	wide.	
4. Office Business hours –Northern Region	<p>The Northern RERC raised the question of why MOE office hours and telephone coverage are different from other ministries in the same location.</p> <p>Management advised this was discussed at the MERC a few years ago. The region follows the OPSD Common Service Standards for coverage when a person may wish to contact a regional, district or area office. Employer stated both are at the discretion of local management.</p>	
5. Fair Hiring practices	<p>The Union raised concerns of employees related to hiring and employee engagement. Some of the concerns related to internal applicants not be selected for interviews, success in competitions by external applicants, questions related to lateral transfers, and issues with the Recruitment Centre .</p> <p>The Employer stated that the employee engagement recommendations have been implemented and the ministry adheres to the employer's Employment Policy and the Collective Agreement.</p>	
6. Medical Surveillance Program	<p>The Union raised an issue related to medical surveillance of a number of EO's in Hamilton and asked if this type of activity could be extended to all staff.</p> <p>Management explained that this was a very special circumstance involving the policies of the specific companies including request training of external people. Further the high frequency of the coke oven inspections is a factor.</p> <p>Management indicated that it does not intend to implement a province wide program. However, local management does have discretion to do so.</p>	
7. POESM award	<p>The Union asked for Tech Support field staff to be included. The Union indicated they understood the ministry was working on it.</p> <p>Management advised as follows:</p>	

	<ul style="list-style-type: none"> • The Ministry took the Union's points and sought clarification from the Governor General's Office which administers the program. • Requires 20 plus years as a Peace Officer • There was a further clarification of definitions-re: the 10 year definition of performance of duties serving the public involving potential risk for new 2013 program – "on a regular basis your position involved day to day in person field delivery of the ministry's compliance and enforcement program , and during the performance of you role you could have at personal risk". • This expands the number of eligible employees. • Expect the launch of 2014 Recognition Program. • Discussion over nomination process occurred i.e. self-nomination centrally. 	
8. Town Hall Meeting –Safe Drinking Water Branch	<p>The Union asked about a session held and if it was an employee engagement session and what were the results.</p> <p>Management indicated this was a teleconference where employees could ask questions of the director. They submitted their questions in advance. This was not collecting information for employee engagement purposes.</p>	
D. HEALTH & SAFETY		
1. Hazard Flag Improvement Project	<p>Management advised the Union it is looking at the possibility of improvements to the hazard flag system in place including having input from staff and the union.</p>	
2. Implementation of SPOT	<p>Management advised the Union of the implementation of the SPOT system (satellite GPS device) for Operations and Drinking Water staff.</p> <p>Management is looking at the end of fiscal as the target for the roll out. An SOP (standard operating procedure) will be posted on the MOE website.</p> <p>The ministry also indicated it is looking at other</p>	

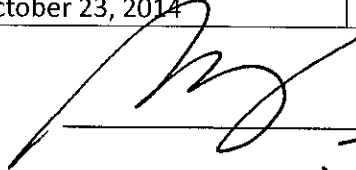
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	and additional systems such as Service Line.	
3. Vehicle Policies	<p>Union raised issue with regards to snow tires. Employer stated should be raised locally with Director.</p> <p>The Employer indicated that the use of GPS and telemetrics was disclosed at CERC.</p> <p>Employer clarified the necessity to confirm that employee that are required to drive have a valid licence.</p>	
4. Communication of Incidents	Police support and charges by the crown were discussed as relates to Health and Safety. The Employer stated that with respect to assault versus obstruction charges, the Ministry cannot interfere with choices made by the Crown.	
5. Workplace Violence Prevention Plan	<p>The Union asked for some clarification to the Workplace violence Prevention Plans specific to Ottawa office.</p> <p>Management asked the Union to send the plan referred to identifying questioned areas.</p>	Union to send plan to management.
6. 2014 Meeting Dates	July 10, 2014 and October 23, 2014	



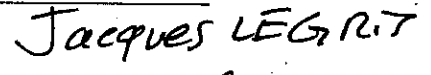
 Janis Pechinger

Union Co-Chair



Heather Taylor

Management Co-Chair


 Jacques LEGRIE
 FOR

Business Between Meetings 2014/03/05 – 2014/05/20

	Date	Sender	Title of Email/Disclosure
1	2014/03/19	Henhuy Mark (ENE)	New Position Corporate Management Division, Business & Fiscal Planning Branch – Executive Officer 3
2	2014/03/21	Everett Rooke (ENE)	Information Note re SPOT and Hazard Flags
3	2014/04/17	Maria Cheng (ENE)	New Position ESSD, EMRB – Scientist 4
4	2014/04/17	Maria Cheng (ENE)	New Position ESSD, EMRB – EO4
5	2014/05/01	Michael Villeneuve (MGS)	Reclassification and Change in Position Title for 3 Positions, SDB – Scientist 3 to Scientist 4
6	2014/05/07	Everett Rooke	Change in Work Location for 2 Staff, Integrated Environmental Policy Division, Divisional Business Services
7	2014/05/07	Everett Rooke	Change in Work Location for 7 Staff, Communication Branch, New Media Unit
8	2014/05/15	Milic, Doug (MGS)	FW: OPSEU fixed term report

