

# MEDG/MRIS/ENERGY

## MERC MEETING MINUTES

### Location Details

- Date: July 5<sup>th</sup>, 2017
- Address: 900 Bay Street, Toronto
- Building/Room: Hearst Block, Boardroom 356A

### In Attendance

For the Union	For the Employer	Guests	Regrets
<ul style="list-style-type: none"><li>• Haran Thurairasah, Co-Chair</li><li>• Cisca McInnis</li><li>• Sandra Small</li><li>• Les Tanaka</li><li>• Roger Noakes</li></ul>	<ul style="list-style-type: none"><li>• Annette Azzopardi, A/Co-Chair</li><li>• Navjeet Nahal</li><li>• Sean Desouza</li></ul>		

### A. Business Arising

Item	Discussion	Action
1. Minutes	<ul style="list-style-type: none"><li>• The January 18, 2017 minutes in accessible format were signed off by both parties and will be posted on Staffnet.</li></ul>	Management to post the accessible minutes on Staffnet.

### B. Business Arising From Minutes

Item	Discussion	Action
<b>1.</b> <b>MEDG/MRIS/MOI/ENERGY</b>	1. Joint Health & Safety Committees – Status Updates i) 55 Wellesley Street West ii) 900 Bay Street iii) 2 Queen Street East • Management agreed to provide OPSEU with an updated list of Joint Health & Safety Committee members. • OPSEU further requested that a memo be sent out from management to secure Joint Health & Safety Committee field representatives.	Management to send OPSEU an updated list of Joint Health & Safety Committee members for the requested locations.  Management to send a memo requesting Joint Health & Safety Field Representatives.

### C. Standing Items

Item	Discussion	Action
1. Active Surplus	<ul style="list-style-type: none"> <li>Nothing new to report.</li> </ul>	No actions required.
2. V.E.O.	<ul style="list-style-type: none"> <li>Nothing new to report.</li> </ul>	No actions required.
3. TEI	<ul style="list-style-type: none"> <li>Management provided reports to OPSEU.</li> <li>OPSEU did not have any concerns.</li> </ul>	No actions required.
4. Fixed Term Contracts / Long Term Temporary Assignments	<ul style="list-style-type: none"> <li>Management provided report to OPSEU.</li> </ul>	No actions required.

Item	Discussion	Action
5. Bargaining Unit Percentage of Employment	<ul style="list-style-type: none"> <li>• Management provided report to OPSEU. (See Appendix A)</li> <li>• OPSEU did not have any concerns.</li> </ul>	No actions required.

#### D. New Business

Item	Discussion	Action
1. 2 Queen Street East Configuration	<p>1. Aroma</p> <ul style="list-style-type: none"> <li>• OPSEU indicated that they have received complaints from represented members regarding a lack of etiquette with regards to scent control on the floor (i.e. strong perfume/cologne, meals, etc.).</li> <li>• Management agreed to send a memo to ADMs requesting that they promote awareness of this issue at meetings/divisional days, etc., and to remind employees about scent-free workspaces, as well as etiquette in open concept offices.</li> </ul> <p>2. Meeting Rooms</p> <ul style="list-style-type: none"> <li>• OPSEU requested that Management communicate the following items to the Accommodations team as feedback when designing the 4<sup>th</sup> floor: <ul style="list-style-type: none"> <li>• (1) Staff will require a sufficient amount of meeting spaces.</li> </ul> </li> </ul>	<p>Management to send a memo to ADMs regarding the promotion of scent-free workspace etiquette.</p> <p>Management to provide all feedback discussed to the Accommodations team.</p>

Item	Discussion	Action
	<ul style="list-style-type: none"> <li>• Currently, there are concerns that there are not enough meeting spaces on the 3<sup>rd</sup> Floor.</li> <li>• Management agreed to investigate this issue.</li> <li>• (2) Staff will require more reliable cellphone reception or landlines to ensure that conversations with stakeholders are not jeopardized by poor reception. <ul style="list-style-type: none"> <li>• Currently, the cellphone reception on the 3<sup>rd</sup> floor is unreliable.</li> <li>• Management agreed to investigate this issue.</li> </ul> </li> <li>• (3) Every floor should have a Defibrillator in case of an emergency. <ul style="list-style-type: none"> <li>• Currently, there are no Defibrillators on the 3<sup>rd</sup> Floor.</li> <li>• Management agreed to investigate this issue.</li> </ul> </li> <li>• (4) OPSEU inquired about the possibility of shower facilities in the building.</li> </ul>	
<p><b>2. 2017 OPS Employee Engagement Survey Results (MEDG/MRIS/MOI/ENERGY)</b></p>	<ul style="list-style-type: none"> <li>• Management shared the 2017 OPS Employee Engagement survey results with OPSEU.</li> <li>• OPSEU inquired about the release of ministry results. <ul style="list-style-type: none"> <li>• Management indicated that ministry results have been posted on their respective intranet sites.</li> </ul> </li> </ul>	<p>No actions required.</p>



Item	Discussion	Action
	<ul style="list-style-type: none"> <li>• OPSEU inquired about divisional results.               <ul style="list-style-type: none"> <li>• Management indicated that these results have been shared with ADMs and ADMs have been encouraged to share with their staff.</li> </ul> </li> <li>• OPSEU inquired about telework.               <ul style="list-style-type: none"> <li>• Management indicated that at this time, no formal agreements have been made.</li> </ul> </li> </ul>	
<p><b>3. Job Hiring Transparency</b></p>	<ul style="list-style-type: none"> <li>• OPSEU inquired about inconsistent hiring practices within the ministries, specifically with regards to transparency.               <ul style="list-style-type: none"> <li>• OPSEU noted that ongoing inconsistencies are a contributor to workplace dissatisfaction</li> <li>• Management indicated that temporary/fixed term positions created during the BGI exercise are now moving toward the competition process. The current Alignment exercise will identify which temporary positions will require re-evaluation.</li> <li>• Management further indicated that senior level management are encouraged to compete positions at all levels, as this is the most transparent way to hire.</li> </ul> </li> <li>• OPSEU provided management with feedback on competitions.</li> <li>• OPSEU inquired about whether or not feedback letters are available to unsuccessful candidates.               <ul style="list-style-type: none"> <li>• Management indicated that post-interview feedback letters are not available; however, unsuccessful candidates are encouraged to request constructive post-interview feedback.</li> </ul> </li> </ul>	<p>Management agreed to investigate where possible.</p>

**E. Next Meeting Details**Date: September 20<sup>th</sup>, 2017Location: Boardroom 356A, 3<sup>rd</sup> Fl. Hearst Blk., Toronto

Appendix A

***MEDG/MRIS/MOI - Bargaining Unit Percentage of Employment (Data no longer includes ADO or MOI)***

<b>Bargaining Unit</b>	<b>May 31, 2017</b>	<b>December 20, 2016</b>
OPSEU	28%	24%
AMAPCEO	49%	53%
MCP	13%	14%
SMG	9%	8%
Excluded	1%	1%

***ENERGY - Bargaining Unit Percentage of Employment***


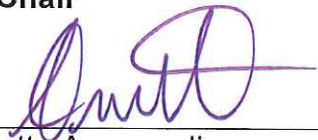
<b>Bargaining Unit</b>	<b>May 31, 2017</b>	<b>December 20, 2016</b>
OPSEU	15%	15%
AMAPCEO	63%	63%
SMG/ITX	16%	16%
MCP	7%	6%

***MOI - Bargaining Unit Percentage of Employment***

<b>Bargaining Unit</b>	<b>May 31, 2017</b>	<b>N/A</b>
OPSEU	2%	
AMAPCEO	62%	
SMG/ITX	26%	

<b>Bargaining Unit</b>	<b>May 31, 2017</b>	<b>N/A</b>
MCP	10%	

**Originally Signed**

<b>Co-Chair</b>	<b>Co-Chair</b>
	
Haran Thurairasah	Annette Azzopardi
Dated: September 20 <sup>th</sup> , 2017	Dated: September 20 <sup>th</sup> , 2017
MEDG/MRIS/ENERGY	MEDG/MRIS/ENERGY