

MINUTES

MINISTRY OF THE ENVIRONMENT AND CLIMATE CHANGE

MINISTRY EMPLOYEE RELATIONS COMMITTEE

MINISTRY HEALTH & SAFETY COMMITTEE (OPSEU)

Tuesday January 17, 2017

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

8th Floor, External Boardroom

40 St. Clair Ave. West, Toronto

Management:

Jacques LeGris (Co-Chair)

Lee Orphan – via teleconference

Teresa Polito

Cammy Mack

Union:

Janis Pechinger (Co-Chair)

Jennifer Thornton

Shawn Burr

Regrets:

Chris Johnson

Advisors:

Martha Baldwin, ERB, TBS

Sandra Harper, OPSEU

Observer:

Andrea Vlahovich

Guests:

Richard RaeburnGibson

Todd Barranger

Heather Taylor – via teleconference

Glenna Caldwell – via teleconference

Elaine Ellis – via teleconference

ITEM	DISCUSSION	ACTION
<p>1.0 Review and Sign Previous Minutes</p>	<p>Minutes were reviewed by the parties.</p>	<p>Parties to finalize signatures.</p> <p>Management to post on Ministry website.</p>
<p>2.0 Previous Business</p>		
<p>2.1 Fixed Term Usage</p>	<p>OPSEU fixed term usage report was sent to the Union. Union provided list of names for review.</p>	<p>Management to provide Union with status of those identified.</p>
<p>2.2 After Hour EOs -- Update</p>	<p>Union requested additional information on vacancy management of After Hours EOs.</p>	<p>Management to provide Union with an update.</p>
<p>2.3 ASMP Statistics -- Update</p>	<p>Management provided ASMP statistics at the Divisional level.</p> <p>Union expressed concerns about the timeliness of meetings for employees who are at any level of the ASMP program.</p> <p>Union expressed concerns about the Employer's request for medical notes under the ASMP as result of a disability. The Union enquired about MOECC opting-out of ASMP.</p> <p>Management indicated that MOECC is captured by the Corporate-level program and will follow direction.</p> <p>The Disability Accommodation Specialists (DAS), Centre for Employee Health, Safety and Wellness (CEHSW) is the first point of contact for managers administering attendance under the ASMP and are available to answer questions regarding the administration of the ASMP, provide guidance in exercising discretion under the program, and to coordinate management of</p>	<p>The parties agreed this item should be raised at CERC.</p>

	<p>complex individual attendance and accommodation cases.</p> <p>ASMP training is currently being delivered corporately for all staff through a webinar and in person. Managers and staff are encouraged to take the training that is available.</p>	
2.4 LERC/RERC - Update	Management continues to update the LERC contact list and committed to posting the list on the Intranet site shortly.	Management to post the LERC contact list.
2.5 Training (Standing Item)	<p>The Manager of Operations Services Office presented an update on Conflict Avoidance Training for Provincial Officer Designation.</p> <p>The Parties discussed the Union's key concerns regarding the timeliness of officer designation training and the use of provincial officer visual identity by not yet designated provincial officer.</p>	<p>Management agreed to look into the use of not-yet designated provincial officers to conduct inspections and their wearing of PO visual identity.</p> <p>Management agreed to invite the lead for mandatory compliance PO training and present an update of training scheduled at the next MERC meeting.</p>
3.0 New Business		
3.1 Compliance Risk Profile	The Manager of the Operations Services Office presented on the Compliance Risk Profile.	
3.2 POSI Pilot	Union requested a discussion on the multi-ministry POSI Pilot initially discussed with OPSEU at CERC	Management to follow up regarding the

	on January 4, 2017.	request for discussion.
3.3 MOECC Strategic Plan	<p>Union inquired about the MOECC Strategic Plan as it relates to training and talent strategy. The Assistant Deputy Minister, Corporate Management Division presented via teleconference to address questions.</p> <p>The MOECC Strategic Plan was released on October 27, 2016.</p> <p>The Strategic Plan was developed over the past several months with extensive consultations and engagement with employees throughout the province with a series of 13 consultation sessions held in 7 cities across the province. (Thunder Bay, Sudbury, Kingston, Hamilton, London Barrie and Toronto) and reached over 800 staff in all six divisions. Through emails, the intranet and consultation sessions, everyone in the ministry had an opportunity to participate and provide input into the Plan.</p> <p>Union raised concerns about funding and delivery of the MOECC Strategic Plan, in particular, with moving towards a risk-based approach.</p> <p>Union expressed concern over the revamping/replacing IDS and other similar programs. It was suggest that IT staff and end users be consulted prior to change.</p> <p>Management will take this under advisement.</p>	

<p>3.4 WIN Numbers – MTO Fleet Driver's License Verification Spreadsheet</p>	<p>Union expressed concern over MTO's request for employee WIN IDs as a requirement when registering a fleet vehicle driver's records.</p> <p>Union requested confirmation of how impacted MOECC staff will be advised that a WIN ID is not required. Union requested</p>	<p>Management to follow up on MTO records management and communication to impacted staff.</p>
	<p>confirmation that WIN IDs which were previously provided would be destroyed.</p> <p>Management confirmed that MTO will no longer be requiring the WIN ID on the Driver's License Verification Spreadsheet. Managers informed MOECC Directors that WIN IDs are not required in the spreadsheet as per TBS/MTO.</p>	
<p>3.5 FTE counts</p>	<p>Union requested FTE counts for all bargaining agents in the ministry. Management to provide percentage breakdown.</p>	<p>Management to provide Union with data.</p>
<p>3.6 Updated Org Charts</p>	<p>Union requested updated organizational charts for the ministry.</p> <p>Union stressed that the Ministry has always been forthcoming and proactive in providing this information to the Union.</p>	<p>Management is committed to complying with the Confidential Disclosure to Bargaining Agents Directive and any relevant article in the OPSEU Collective Agreement.</p> <p>Organizational charts will continue to be provided when required for disclosure purposes.</p>

3.7 Auditors Report	Union requested discussion on the Office of the Auditor General of Ontario's 2016 Annual Report (November 2016) as it related to MOECC.	Union to provide management with specific questions for discussion at the next meeting.
3.8 FOI Office	Union raised concerns related to the FOI Office. Management provided an update.	
3.9 Health and Productivity Program	A presentation was jointly delivered by OPSEU and MCYS Youth Justice Services Division on the Health and Productivity Program (HPP).	
4.0 Health & Safety	Union requested confirmation of the name of a backup contact for Health & Safety Coordinator position.	Management to provide contact name.
4.1 JH&SC Update	Union requested update on JHSC representatives in Kenora. Management indicated that Kenora is not required to have a JHSC under the Occupational Health and Safety Act but rather a Health and Safety representative that is currently in place.	
4.2 H&S Governance	Union requested update on H&S Governance.	Management to provide update at the next meeting.
4.3 H&S – Dorset	Union suggested that H&S Committee Dorset was seeking to better understand the role of the MERC.	OPSEU to share information about the role of MERC with their members.



 Union Co-Chair



 Management Co-Chair