

**Ministry of Health and Long-Term Care
MERC Meeting Minutes
September 21, 2017**

ATTENDEES

Union	Management
F. Wendling (Co-Chair)	R. Lindo (Co-Chair)
M. Whyte	C. Pettis
M. Santyr	J. Farrell
C. Abric-Forsyth	M. Fox
H. Dargavel	
Recorder	
	J. Riddell
Guests	
	L. Alderson
	R. Ross
	D. Piasentini
	S. Gun
Regrets	
	M. Vahaviolos

AGENDA ITEMS	DATE TABLED	DISCUSSION	ACTION REQUIRED
Standing Items			
1. Review of June 22, 2017 Minutes		<ul style="list-style-type: none"> Both Management and OPSEU agreed to previous minutes 	
2. Review of Agenda		<ul style="list-style-type: none"> Management and OPSEU agreed to the September 21, 2017 agenda 	
3. Position Descriptions and New Job Ads		<ul style="list-style-type: none"> OPSEU requested clarity around how new job descriptions are classified and the classification process for determining which bargaining unit the position falls into. OPSEU requested further clarity around rationale/reason for the job description being disclosed along with number of jobs impacted 	<ul style="list-style-type: none"> Management will look to arrange a presentation with the Enterprise Classification Unit for January 2018
4. Disclosure Updates		<ul style="list-style-type: none"> Management provided an update on the current organizational reviews underway in the ministry. Management and OPSEU discussed strategies for assisting individuals who may be impacted by job loss. 	
5. Quarterly Fixed-Term Employee Listing		<ul style="list-style-type: none"> Management provided an update on the fixed-term employee listing Upcoming conversions were highlighted. 	
6. Third Party Organizations/ Agencies		<ul style="list-style-type: none"> OPSEU identified their concerns around the use of temporary agency staff being utilized to address workload concerns. 	<ul style="list-style-type: none"> Management will look into issues identified by OPSEU

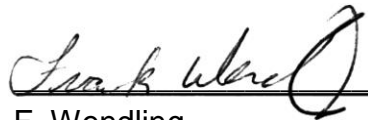
New Items			
7. Ministry HR Plan	Sept. 21, 2017	<ul style="list-style-type: none"> • Management provided an update on the Ministry of Health and Long-Term Care, Human Resources Plan, along with a high level overview of initiatives. 	<ul style="list-style-type: none"> • Management will ensure initiative updates are shared with MERC
8. ASMP Updates	2017	<ul style="list-style-type: none"> • OPSEU and Management discussed the upcoming changes to the current Attendance Support Management Program and the impacts to employees currently enrolled in level 3 and 4 of the program, before and after January 1, 2018. 	
9. Mandate Letter updates	2017	<ul style="list-style-type: none"> • Management does not have an update at this time 	
10. Health and Safety	2017	<ul style="list-style-type: none"> • Management is currently auditing the Joint Health and Safety committees (JHSC) in the ministry to ensure appropriate representation and coverage at each work location. • Employees at work locations are encouraged to contact a union representative or their manager if interested in forming or joining the JHSC. 	<ul style="list-style-type: none"> • Management will continue to provide information on health and safety issues as appropriate
11. Health Productivity Program	2017	<ul style="list-style-type: none"> • Management will look to bring the Health Productivity Program presentation to the HR Executive Sub Committee over the fall 	<ul style="list-style-type: none"> • Item will be brought forward to next MERC meeting
12. Conflict of Interest	June 22, 2017	<ul style="list-style-type: none"> • OPSEU and Management discussed Conflict of Interest guidelines 	<ul style="list-style-type: none"> • Item will be removed from next MERC agenda
13. Workload/ Staffing Levels	2017	<ul style="list-style-type: none"> • Management provided an update on the workload/staffing data gathering and analysis that is currently underway in order to further understand total work efforts for Ambulance Communication Officers (ACOs). 	

14. Peer Support Program	September 21, 2017	<ul style="list-style-type: none"> • Management provided an update on the current status of the Peer Support Program that is currently under development in the CACCs • A Psychologist is being recruited and opportunities will be available for Ambulance Communication Officers to volunteer and/or access the Peer Supporter program. 	<ul style="list-style-type: none"> • Management will arrange a presentation for OPSEU regarding the program
15. Update on Hamilton CACC	2017	<ul style="list-style-type: none"> • Management provided an update on the current status of the Hamilton CACC as well as the improvements that have been made to address the issues. 	<ul style="list-style-type: none"> • Management will provide updates on the Hamilton CACC as appropriate
16. CACC Uniforms	2017	<ul style="list-style-type: none"> • Management provided an update on the current status of the uniforms for the Ambulance Communication Officers • Management is committed to resolving the issue by the end of the current fiscal year (2017/18). 	
17. CACC Emergency Preparedness	2017	<ul style="list-style-type: none"> • Management is developing an attestation letter and a process to ensure the CACCs Emergency Preparedness kits are appropriately checked and re-stocked 	
18. Attendance Update for CACC employees	2017	<ul style="list-style-type: none"> • Management does not have an update on this item at this time • OPSEU provided additional information that will be taken into consideration. 	<ul style="list-style-type: none"> • Bring item forward to next MERC meeting
19. Benefit Transformation	April 20, 2017	<ul style="list-style-type: none"> • Information is being revised and Management and OPSEU will review when available 	<ul style="list-style-type: none"> •
20. Preventing Barriers in Employment	September 21, 2017	<ul style="list-style-type: none"> • Information not yet available, will be reviewed at the next MERC 	<ul style="list-style-type: none"> • Item will be brought forward to a future MERC
21. LTC Inspectors	September 21, 2017	<ul style="list-style-type: none"> • Management and OPSEU are committed to resolving this issue and are actively working towards a permanent solution. Once finalized, management will bring the solution forward to MERC 	<ul style="list-style-type: none"> • Management will keep OPSEU updated on current status as appropriate

22. Employment Screening	September 21, 2017	<ul style="list-style-type: none"> Information not yet available, will be reviewed at the next MERC 	<ul style="list-style-type: none"> Item will be brought forward to a future MERC
23. Mental Health Vocational Employment Services	September 21, 2017	<ul style="list-style-type: none"> Information not yet available, will be reviewed at the next MERC 	<ul style="list-style-type: none"> Item will be brought forward to a future MERC
24. OHIP+: Children and Youth Pharmacare Program	September 21, 2017	<ul style="list-style-type: none"> Management and OPSEU discussed the OHIP+ program that is being developed and implemented by January 1, 2018 	
25. MOHLTC PRRT	September 21, 2017	<ul style="list-style-type: none"> Management advised that there are no increases or decreases for the 2017/18 fiscal year 	<ul style="list-style-type: none">
26. Shifting Oversight and Provision of healthcare services from MCSCS to MOHLTC	September 21, 2017	<ul style="list-style-type: none"> Management advised OPSEU that discussions are currently underway between ministry's 	<ul style="list-style-type: none"> OPSEU will provide questions to Management regarding this change
27. Schedule 2018 MERC Meetings		<ul style="list-style-type: none"> January 25, 2018 (Management) April 26, 2018 (OPSEU) June 21, 2018 (Management) October 25, 2018 (OPSEU) 	
Bring Forward			
28. Employment Standards Act changes	2017	<ul style="list-style-type: none"> Awaiting further clarification on upcoming changes to the Employment Standards Act. Once announced, will be brought to MERC for discussion. 	

29. Enterprise Classification Unit	2017	<ul style="list-style-type: none"> • Management to continue to reach out to the Enterprise Classification Unit to come present at a future MERC meeting 	
30. Terms of Reference		<ul style="list-style-type: none"> • To be tabled once Employee Relations Committee (ERC) level 2 training is completed by the MERC 	
31. ERC Training		<ul style="list-style-type: none"> • To be completed by end of calendar year (2017) 	
32. LERCs		<ul style="list-style-type: none"> • Management and OPSEU will discuss methods to ensure LERCs are created and working effectively 	<ul style="list-style-type: none"> • Management and OPSEU to develop a joint communication for LERCs
33. EFAP Provider Update		<ul style="list-style-type: none"> • Item will be brought forward to a future MERC 	

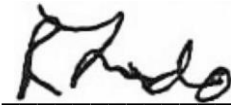
Approval:



F. Wendling

OPSEU

Dated: September 21, 2017



R. Lindo

MOHLTC

Dated: September 21, 2017