

MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC) MEETING

November 30, 2017
222 Jarvis Street, Toronto

In Attendance

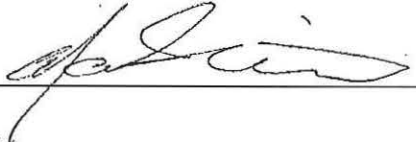
For the Union	For the Employer	Guests	Regrets
John Shirk, Co-Chair, OPSEU Rob Cox, Vice Co-Chair, OPSEU Paul Oppen, OPSEU Joanne Villeneuve, OPSEU Roxanne Barnes, OPSEU	Michael Villani, Co-Chair, TBS Flolet Loney-Burnett, TBS Michael Amato, TBS Vanessa Dunlop, TBS Antoinette Karner, TBS		


Agenda Item	Background / Discussion	Action
Transformation / Vacancy / New Position Listings	<p>The union noted a gap in notification to the union of positions that are vacant – recent seniority lists have fewer positions than previous seniority lists.</p> <p>The employer responded that management has discretion to determine what happens with a position once vacant and there is no requirement in the collective agreement to disclose when an unencumbered position is eliminated.</p> <p>The union inquired about any upcoming transformations within the Ministry.</p> <p>The employer responded that there are no major updates at this time.</p>	
Employment Transition – Status of Members	The parties discussed current opportunities for surplus members.	

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Office 365	<p>The union raised concerns with the deployment lead based in Chicago or Arlington related to data integrity and job security with the implementation of Office 365.</p> <p>The union revisited their request to review the Privacy Impact Assessment (PIA) Threat Risk Assessment (TRA) for Office 365.</p>	<p>The employer will take the concern back to management and provide an update before the next meeting.</p> <p>The employer to discuss the request to arrange a meeting with Cyber Security and will target January.</p>
Enterprise Service Management (eSM)	<p>The union discussed the recent re-alignment in eSM and inquired if there will be any staffing impacts as a result.</p> <p>Management responded that there are no anticipated impacts to staff as a result of the disclosure in July.</p>	
MERC Terms of Reference (TOR)	<p>The parties discussed time off without loss of pay or credits for travel time, caucus days and MERC meeting days.</p> <p>The employer agreed to provide the day before MERC meetings as a caucus day and to provide reasonable travel time for members to attend meetings.</p> <p>The parties agreed to have the TOR signed off by January.</p>	<p>The employer will update the "time off" section under the TOR and send to both parties.</p>
Respectful Workplace Program	<p>The employer discussed processes in place within the desktop/field services to help employees handle situations of irate customers including offering a training session on conflict resolution and encouraging management to speak with staff about these issues.</p> <p>The union discussed the importance of management encouraging an environment where staff can come forward with issues and concerns and to communicate to staff any steps taken to handle these situations.</p>	<p>Management will look into the union's request to add a reminder about the Respectful Workplace Policy to every service desk call and provide an update at the next meeting.</p> <p>Management to provide the union with the training materials for conflict resolution and orientation/training materials for service desk staff and</p>

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	<p>The union suggested adding a reminder about the Respectful Workplace Policy for every service desk call.</p> <p>The union requested a copy of the orientation/training manual provided to service desk staff and suggested the materials are shared with service order management staff.</p>	share the materials with service order management staff.
Attendance Support Management Program (ASMP)	No updates at this time.	
Joint Health and Safety Committees (JHSC)	<p>The parties discussed the memo that was sent out in October 2017 to local presidents to request worker-members for the TBS JHSCs/Health and Safety representatives.</p> <p>The employer is waiting on responses which are due back in January.</p>	
TBS Local Employee Relations Committee (LERC)	<p>The union requested that the employer engage participation from management in creating LERCs.</p> <p>Management responded that they have encouraged management participation in LERCs.</p> <p>The union will engage members to participate.</p>	
Employee Engagement / Inclusion / Accessibility / Diversity	<p>The parties discussed member confusion around the distinction between eSM and ITS.</p> <p>The employer will take the information back to see if there is an opportunity to provide more clarity around the issue.</p>	

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Program Review, Renewal and Transformation (PRRT) Plans	The union inquired about any upcoming PRRT plans. The employer responded there is no information to share at this time.	
Learning and Development Opportunities	The union discussed concerns around extended terms of learning and development opportunities. The employer acknowledged the union's concerns and the importance of learning and development opportunities and temporary assignments for employees.	
Re-classification Grievance	The union requested an update on a recent Memorandum of Settlement (MOS) relating to a reclassification grievance and requested monthly status updates. The employer will provide updates as they become available.	
Alternative Work Arrangements	The union discussed member requests for compressed work week (CWW) and requested that each request in considered on a case-by-case basis. The employer responded all requests are considered on a case-by-case basis.	
Meeting Dates for 2018	The parties will coordinate the dates for next year.	The employer will schedule a presentation on the Health and Productivity Review program.

Union Co-Chair: 

Management Co-Chair: 

Date: Dec 6/2017.

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