

**Ministry of Health and Long-Term Care
MERC Meeting Minutes
April 18, 2018**

Attendees

<p>Union F. Wendling (Co-Chair) M. Whyte M. Santyr H. Dargavel T. Elphick</p> <p>Recorder</p> <p>Guests</p> <p>Regrets</p>	<p>Management R. Lindo (Co-Chair) J. Farrell D. Piasentini M. Fox</p> <p>J. Riddell</p> <p>M. Watson M. Maddeaux</p> <p>C. Pettis</p>
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Agenda Items	Date Tabled	Discussion	Action Required
Standing Items			
1. Review of January 25, 2018 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 April 18, 2018 agenda 	

Agenda Items	Date Tabled	Discussion	Action Required
3. Position Descriptions and New Job Ads		<ul style="list-style-type: none"> OPSEU requested clarity around a position on the job description report 	<ul style="list-style-type: none"> Management to provide an update to OPSEU
4. Disclosure Updates		<ul style="list-style-type: none"> Management provided an update on the disclosures and information shares OPSEU requested further information on the Long-Term Care Inspections disclosure OPSEU and Management acknowledge that when corporate disclosure is provided that the ministry will also continue to provide a local disclosure to the bargaining agent 	<ul style="list-style-type: none"> Management to provide further information when available
5. Quarterly Fixed-Term Employee Listing		<ul style="list-style-type: none"> Management provided an update on the Fixed Term report OPSEU thanked management for their time and effort on the reports and being proactive on Fixed Term conversions 	
6. Third Party Organizations/ Agencies		<ul style="list-style-type: none"> Management provided an update on the third part organizations information 	
7. Health and Safety	January 25, 2018	<ul style="list-style-type: none"> OPSEU requested Management remind Joint Health and Safety Committees/ Health and Safety representatives and building leads about first responder training (defibrillators - where applicable) and ensure lists are up to date. 	<ul style="list-style-type: none"> OPSEU to provide contact information for support on 56 Wellesley JHSC members
New Items			

Agenda Items	Date Tabled	Discussion	Action Required
8. Job Evaluation Initiative Branch	April 18, 2018	<ul style="list-style-type: none"> • Job Evaluation Initiative Branch presented the Job Evaluation process to MERC • OPSEU requested the rationales on assignment of points for job descriptions in OAG class series when disclosing new/updated job descriptions 	<ul style="list-style-type: none"> • Management to look into specific OPSEU question
9. Benefit Transformation	April 20, 2017		<ul style="list-style-type: none"> • No update at this time
10. LTC Inspectors	2017	<ul style="list-style-type: none"> • OPSEU requested further clarity around the Long-Term Care Inspectors disclosure. 	<ul style="list-style-type: none"> • Management to provide an update when available
11. Telematics	2017	<ul style="list-style-type: none"> • Management informed OPSEU that the ministry will follow the policy that comes from the Ministry of Transportation 	
12. Employee Portfolio	April 18, 2018	<ul style="list-style-type: none"> • OPSEU raised concerns around the inconsistency of information being requested for the Employee Portfolio 	<ul style="list-style-type: none"> • OPSEU to provide specific examples for Management
13. Alternate Work Arrangements	April 18, 2018	<ul style="list-style-type: none"> • OPSEU raised concerns around time being allotted for proper vetting and review of Alternate Work Arrangement agreements prior to implementation 	<ul style="list-style-type: none"> • Management will ensure the process and timelines are clear in the ministry materials/communications
14. MOHLTC Performance Development and Learning Plan	April 18, 2018	<ul style="list-style-type: none"> • OPSEU had specific questions around content of the new MOHLTC Performance Development and Learning Plan 	

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15. Merit Increases	January 25, 2018	<ul style="list-style-type: none"> • Employer confirmed that merit increases will be reviewed on the anniversary dates of an employee. 	
16. Respectful Workplaces	April 18, 2018	<ul style="list-style-type: none"> • Management provided an update on how respectful workplaces, inclusion and diversity will be captured in the ministry's Human Resources Plan 	
17. Accommodation/ Return to work Training for Managers	April 18, 2018	<ul style="list-style-type: none"> • Management and OPSEU encourage the completion of the Disability Accommodation (for managers) e-course (Course code 118) 	
18. CACC Subcommittee Update	April 18, 2018	<ul style="list-style-type: none"> • Management provided an update on the newly formed CACC Subcommittee. 	
19. ASMP Statistics	April 18, 2018	<ul style="list-style-type: none"> • Management shared the number of OPSEU level 3 and 4 employees in the former ASMP • OPSEU has requested the employer review the remaining ASMP employee list. 	<ul style="list-style-type: none"> • Management to provide an update when available
Bring Forward			
20. Terms of Reference	2017		<ul style="list-style-type: none"> • Management and OPSEU to review Appendix 29 prior to next MERC
21. ERC Training	2017		<ul style="list-style-type: none"> • Management and OPSEU will look to register for the next ERC Level 2 (MERC) training in late 2018/early 2019

Agenda Items	Date Tabled	Discussion	Action Required
22. LERCs	2018		<ul style="list-style-type: none"> • Management and OPSEU will continue to encourage participation on LERCs
23. OPS of the Future	April 18, 2018	<ul style="list-style-type: none"> • Secretary of Cabinet communicated the launch of the OPS of the Future to OPS employees on April 12, 2018 • Item will be moved to Standing Items. Management to provide updates, when available, on actions being taken to support OPS of the Future initiative 	
24. Health Productivity Program			<ul style="list-style-type: none"> • Item to be removed from agenda

Approval:


 F. Wendling
 OPSEU

Dated: April 18, 2018


 R. Lindo
 MOHLTC

Dated: April 18, 2018