

**Ministry of Health and Long-Term Care
MERC Meeting Minutes
July 4, 2018**

Attendees

Union	Management
F. Wendling (Co-Chair)	J. Farrell (Co-Chair)
M. Whyte	D. Piasentini
M. Santyr	
H. Dargavel	
C. Abric -Forsyth	
Recorder	J. Riddell
Guests	S.O'Reilly
Regrets	
	C. Pettis
	M. Fox

Agenda Items	Date Tabled	Discussion	Action Required
Standing Items			
1. Review of April 18, 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 July 4, 2018 agenda 	
3. Position Descriptions and New Job Ads		<ul style="list-style-type: none"> OPSEU requested information on spreadsheets 	<ul style="list-style-type: none"> Management to provide reports in PDF and Excel
4. Disclosure Updates		<ul style="list-style-type: none"> OPSEU requested additional information around the Ombudsman review currently underway in Direct Services Division Management provided further information as to the scope and purpose of the Ombudsman review in Direct Services Division OPSEU requested information around the Virtual Leadership Program that was launched in Direct Services Division Management provided an update on the current status of the Queens Park Renewal Project 	<ul style="list-style-type: none"> Management to provide additional information on the Virtual Leadership Program Management to provide additional information on the Queens Park Renewal Project employee movements when available
5. Quarterly Fixed-Term Employee Listing		<ul style="list-style-type: none"> OPSEU raised questions with the fixed term report and requested additional information 	<ul style="list-style-type: none"> Management to provide additional information where available
6. Third Party Organizations/ Agencies		<ul style="list-style-type: none"> General conversation around the use of Agency employees in the ministry. No concerns at this time 	

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7. Health and Safety	January 25, 2018	<ul style="list-style-type: none"> Management asked OPSEU for help in getting representation for the Joint Health and Safety Committee at 56 Wellesley 	8. OPSEU to help find representation for the Joint Health and Safety Committee
New Items			
9. Long-Term Care Inspectors	2017	<ul style="list-style-type: none"> Both parties discussed the changes to the Long-Term Care inspector classification changes OPSEU requested further information on the governments increase to Long-Term Care home beds OPSEU requested the director for Long-Term Care Homes Branch to attend the September MERC meeting OPSEU requests statistics related to Long-Term Care home inspections 	<ul style="list-style-type: none"> Management to provide the information around the changes to the LTC Inspector classification changes
10. Respectful Workplace	April 20, 2017	<ul style="list-style-type: none"> OPSEU requested ongoing communication to all ministry employees around the Respectful Workplace Policy and training that is available 	
11. HR Plan – Orientation Session	2018	<ul style="list-style-type: none"> Management provided an update on the ministry’s new orientation session that was held for new employees and the intranet site that was launched 	<ul style="list-style-type: none"> The intranet site can be found here

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12. Secretary of Cabinet Memo – Expenditure Restrictions	July 4, 2018	<ul style="list-style-type: none"> • MERC discussed the recent Secretary of Cabinet memo regarding expenditure and staffing restrictions • OPSEU requested clarification around which CACC and Long-Term Care Inspector positions are considered essential services • OPSEU requested a hiatus for employees currently in their notice period as well as any potential surplussing 	<ul style="list-style-type: none"> • Management to provide further updates once more information is available
13. OPS of the Future - Community Hubs	July 4, 2018	<ul style="list-style-type: none"> • OPSEU requested clarity around how the ministry will participate in community hubs and what the impact will be to government employees 	<ul style="list-style-type: none"> • Management to provide more detail to OPSEU where available
14. Employment Standards Act	July 4, 2018	<ul style="list-style-type: none"> • OPSEU requested clarity around changes to the Employment Standards Act changes and when the OPS will update documentation to reflect changes 	<ul style="list-style-type: none"> • Management to provide updates and timelines when available
15. Workplace Accommodation Training	July 4, 2018	<ul style="list-style-type: none"> • OPSEU requested that the Accommodation training be made mandatory to all ministry employees • The current Accommodation training has been retired 	<ul style="list-style-type: none"> • Both parties will look into other options to support ministry employees with accommodation education/resources
16. Health Transformation in Correctional Facilities	July 4, 2018	<ul style="list-style-type: none"> • Management provided an update on the current status of the Health Transformation in correction facilities initiatives 	<ul style="list-style-type: none"> • Management will provide further information when available
17. OHIP+ Changes	July 4, 2018	<ul style="list-style-type: none"> • OPSEU requested further clarity around the changes to the OHIP+ program as it relates to benefits and coverage 	<ul style="list-style-type: none"> • Management will provide further information when available

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18. Flexible Work Arrangements	July 4, 2018	<ul style="list-style-type: none"> Both parties discussed flexible work arrangements and the required approval based on the type of agreement <ul style="list-style-type: none"> For telework: Ministry negotiator For Compressed Work Week: the local OPSEU representative 	<ul style="list-style-type: none"> Explore the option of a master agreement for telework and for compressed work week Management to communicate proper approval process to ministry managers
19. CACC Sub-committee Update		<ul style="list-style-type: none"> A general update was provided as to the current successes of the MERC CACC Sub-committee Both parties are happy with the current progress of the committee and the positive impact it is having on the workplace 	
Bring Forward			
20. Terms of Reference	2017		
21. MERC level 2 Training	2017	<ul style="list-style-type: none"> Training is currently on hold 	
22. LERCs	2018	<ul style="list-style-type: none"> LERC level 1 training <ul style="list-style-type: none"> September 18 – Thunder Bay – Spots Available October 23 – Hamilton – Currently Full November 20 – Toronto – Currently Full 	
23. OPS of the Future	April 18, 2018		

Agenda Items	Date Tabled	Discussion	Action Required
24. Health Productivity Program	2017		

Approval:


 F. Wendling
 OPSEU

Dated: July 4, 2018

Original signed by J Farrell
 J. Farrell
 MOHLTC

Dated: July 4, 2018

