

**Ministry of Health and Long-Term Care  
MERC Meeting Minutes  
October 25, 2018 / November 15, 2018**

**Attendees**

<b>Union</b>	<b>Management</b>
F. Wendling (Co-Chair) M. Whyte M. Santyr H. Dargavel C. Abric –Forsyth (Negotiator)	C Lethbridge (Co-Chair) J. Farrell D. Piasentini
<b>Recorder</b>	D. Saxena
<b>Guests</b>	Kellie Scott
<b>Regrets</b>	C. Pettis

Agenda Items	Date Tabled	Discussion	Action Required
<b>Standing Items</b>			
1. Review of July 4, 2018 Minutes		<ul style="list-style-type: none"> <li>Both management and OPSEU agreed to previous minutes</li> </ul>	
2. Review of Agenda		<ul style="list-style-type: none"> <li>Management and OPSEU agreed to the Oct 25, 2018 agenda. No new items from either side.</li> </ul>	
3. Position Descriptions and New Job Ads		<ul style="list-style-type: none"> <li>OPSEU requested information on spreadsheet</li> </ul>	<ul style="list-style-type: none"> <li>Management to follow up</li> </ul>
4. Disclosure Updates		<ul style="list-style-type: none"> <li>OPSEU requested additional information around the Ombudsman review currently underway in Direct Services Division.</li> <li>Management provided further information on the Ombudsman review in Direct Services Division. Ongoing discussion.</li> <li>OPSEU requested information around the Virtual Leadership Program that was launched in Direct Services Division.</li> </ul>	<ul style="list-style-type: none"> <li>Management to provide additional information on the Virtual Leadership Program</li> </ul>
5. Quarterly Fixed-Term Employee Listing		<ul style="list-style-type: none"> <li>OPSEU requested clarification for information in the fixed term report on certain columns. Also asked for a response on specific situations in the report.</li> </ul>	<ul style="list-style-type: none"> <li>Management to provide additional information</li> </ul>

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6. Third Party Organizations/ Agencies		<ul style="list-style-type: none"> <li>• General conversation around the use of Agency employees in the ministry.</li> </ul>	<ul style="list-style-type: none"> <li>• OPSEU to provide Management with additional information on specific situation</li> </ul>
7. Health and Safety	January 25, 2018	<ul style="list-style-type: none"> <li>• Management asked OPSEU for help in getting representation for the Joint Health and Safety Committee at 56 Wellesley</li> </ul>	<ul style="list-style-type: none"> <li>• OPSEU to help find representation for the Joint Health and Safety Committee</li> </ul>
<b>New Items</b>			
8. Long-Term Care Inspectors	2017	<ul style="list-style-type: none"> <li>• OPSEU requested further information on the governments increase to Long-Term Care home beds</li> <li>• OPSEU requests statistics related to Long-Term Care home inspections</li> <li>• Management shared information on the stats of LTC inspections and will bring back additional information based on what was discussed.</li> <li>• OPSEU requested the director for Long-Term Care Homes Branch to attend the January MERC meeting</li> </ul>	<ul style="list-style-type: none"> <li>• Management to provide responses to the additional questions</li> </ul>
9. Respectful Workplace	April 20, 2017	<ul style="list-style-type: none"> <li>• OPSEU requested that in the current environment of hiring restrictions, management communicate to staff on the status of the competitions held.</li> <li>• Discussion on ways to improve workplace, open and honest communications and information sharing</li> </ul>	

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10. Public Safety Radio Network (PSRN) update	Oct 25, 2018	<ul style="list-style-type: none"> <li>• Management provided an update on the Public Safety Radio Network. Guest Presenter Kellie Scott provided an overview of the project and answered questions.</li> </ul>	
11. Workplace Discrimination and Harassment Process (WDHP)	Oct 25, 2018	<ul style="list-style-type: none"> <li>• MERC discussed concerns on WDHP policy and process.</li> <li>• OPSEU shared concerns with process and application of the Policy along with a belief that training is needed with emphasis on the information provided by the Human Rights Tribunal of Ontario.</li> <li>• Management advised that there is an ongoing review of the WDHP process.</li> </ul>	<ul style="list-style-type: none"> <li>• OPSEU to share materials from the Ontario Human Rights Commission (OHRC)</li> </ul>
12. Employee Experience Survey	Oct 25, 2018	<ul style="list-style-type: none"> <li>• MERC discussed the employee experience survey results and ideas to meaningfully engage staff, share information with staff and acknowledge when information is unavailable</li> </ul>	<ul style="list-style-type: none"> <li>• Management to provide more detail where available on the employee experience survey questions</li> </ul>
13. Secretary of Cabinet Memo – Expenditure Restrictions	July 4, 2018	<ul style="list-style-type: none"> <li>• MERC discussed the recent Secretary of Cabinet memo regarding expenditure and staffing restrictions</li> <li>• Management provided clarification that CACC and Long-Term Care Inspector positions are considered essential services for the ministry.</li> <li>• OPSEU requested a hiatus for employees currently in their notice period as well as any potential surplussing</li> </ul>	<ul style="list-style-type: none"> <li>• Management to provide further updates once more information is available</li> </ul>

Agenda Items	Date Tabled	Discussion	Action Required
14. OPS of the Future - Community Hubs	July 4, 2018	<ul style="list-style-type: none"> <li>OPSEU requested clarity around how the ministry will participate in community hubs and what the impact will be to government employees</li> </ul>	<ul style="list-style-type: none"> <li>Management to provide more detail to OPSEU where available</li> </ul>
15. Employment Standards Act – on hold	July 4, 2018	<ul style="list-style-type: none"> <li>OPSEU requested clarity around changes to the Employment Standards Act changes and when the OPS will update documentation to reflect changes</li> </ul>	<ul style="list-style-type: none"> <li>Management to provide updates and timelines when available</li> </ul>
16. OHIP+ Changes	July 4, 2018	<ul style="list-style-type: none"> <li>OPSEU requested further clarity around the changes to the OHIP+ program as it relates to benefits and coverage</li> </ul>	<ul style="list-style-type: none"> <li>Management will provide further information when available</li> </ul>
17. Flexible Work Arrangements	July 4, 2018	<ul style="list-style-type: none"> <li>Both parties discussed flexible work arrangements and the required OPSEU Corporate approval based on the type of agreement <ul style="list-style-type: none"> <li>For telework: Ministry negotiator</li> <li>For Compressed Work Week: the local OPSEU representative (Staff representative)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Explore the option of a master agreement for telework and for compressed work week</li> <li>Management to communicate proper approval process to ministry managers</li> </ul>
Bring Forward			
18. Terms of Reference	2017		

Agenda Items	Date Tabled	Discussion	Action Required
19. MERC level 2 Training	2017	<ul style="list-style-type: none"> <li>• Training is currently on hold</li> </ul>	
20. LERCs	2018	<ul style="list-style-type: none"> <li>• LERC level 1 training <ul style="list-style-type: none"> <li>• September 18 – Thunder Bay – Spots Available</li> <li>• October 23 – Hamilton – Currently Full</li> <li>• November 20 – Toronto – Currently Full</li> </ul> </li> </ul>	
21. OPS of the Future	April 18, 2018		
22. Health Productivity Program	2017		
23. MERC meeting schedule for next year		<ul style="list-style-type: none"> <li>• Discussion to finalize dates for next year</li> </ul>	

Approval:

Original signed by:  
F. Wendling  
OPSEU

Dated: October 25, 2018  
November 15, 2018

Original signed by:  
C. Lethbridge  
MOHLTC

Dated: October 25, 2018  
November 15, 2018