



MEMORANDUM

TO: All Presidents with members in the Ministry of Labour
All Stewards in the Ministry of Ministry of Labour

FROM: Ruth Hamilton, OPS Supervisor

DATE: May 14, 2014

SUBJECT: **Ministry of Labour**
ERC Minutes – April 30, 2014

Attached, for your information, are the minutes of the above captioned meeting.

Please post or otherwise make them available to the members in your workplaces.

Please note a MERC referral form should be used when referring unresolved local issues to the ministry level. This form is available at https://www.opseu.org/sites/default/files/merc_action_form.pdf. Upon completion, the document should be forwarded care of the **Job Security Unit** with all supporting documentation e.g. minutes, correspondence, etc.

PLEASE NOTE: THESE MINISTRY MINUTES WERE PREPARED BY THE EMPLOYER.

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,

Warren (Smokey) Thomas
President

Ruth Hamilton
OPS Supervisor

/el

att. Ministry of Labour MERC Minutes – April 30, 2014

Ministry of Labour
MERC Meeting Minutes

Date and Time: April 30, 2014: 9:00 am – 3:00 pm.

Location: 343 Preston St., 3rd Floor, Tower II, Boardrooms 1 & 2, Ottawa, ON

For OPSEU: Rick Weaver (Co-Chair), Neil Martin, Beth Anich, Stephen George

For the Employer: Mike Anderson (Co-Chair)*, Janis Bartley, Peter Augruso, Alec Farquhar,
Minerva Papsin

* Chaired meeting

Guests: Jason Gordon, Leslie Aiston, Doug Easson, Dan Beach

Regrets: Carly Jones

NOTE: See Last Page for Acronym definition.

A. Business Arising from Previous Minutes – MERC minutes Follow Ups		
Issue	Discussion	Action Required
2011-001 Alternate Work Agreements (CWW) Date tabled: Nov 27, 2007	<p>April 30, 2014: Parties discussed the application of the one year eligibility period for new hires to the ministry for accessing CWW arrangements.</p> <p>Cancellation of CWW agreements for performance-related reasons will be reviewed on a case-by-case basis with the Regional Director/Director.</p>	<p>Employer will provide the AWA Guidelines for Operations Division once approved.</p> <p>Employer will provide the approved AWA form under the Collective Agreement to their managers.</p>
2013-002 Committee's Accomplishments	<p>April 30, 2014: Employer provided a draft list of achievements for 2013-2014.</p> <p>Parties discussed the Interest-Based Training that was completed in 2013. Parties have agreed to identify</p>	<p>Parties will endeavour to apply the interest-based approach in handling issues at this table.</p> <p>Parties will continue to discuss the list at the next meeting.</p>

Date tabled: Feb 6, 2014	achievements as proactive and reactive.	
2013-013 TEI Update on Outstanding Approvals Date tabled: March 20, 2013	<u>April 30, 2014:</u> Employer provided an update on applications that have been approved.	No further action required.
2013-017 Employment Standards Date tabled: October 1, 2013	<u>April 30, 2014:</u> Parties discussed the proposal to use a voluntary system for the selection of DET members.	OPSEU to provide comments on the proposal.
2013-020 Process for Investigating Public Complaints Date tabled: October 1, 2013	<u>April 30, 2014:</u> Employer confirmed that the process has been communicated to all directors, for discussion with managers and employees.	Employer will confirm if training has been provided or will be provided to employees.
2013-023 Smart Phones Date tabled: October 1, 2013	<u>April 30, 2014:</u> Employer has shared the proposal with OPSEU, which is now in the approvals process.	Employer will share the Operations Division Policy for Use of Smart Phones.
2013-025 Paid Parking Grievances Date tabled: December 6, 2013	<u>April 30, 2014:</u> Parties agreed that this item can be removed.	Item removed.
2013-030 Divisional Learning Unit (DLU) – MOL Training Curriculum Date tabled: December 6, 2013	<u>April 30, 2014:</u> Employer has no update at this time on the training curriculum.	OPSEU proposed to have a meeting with the new DLU Manager to discuss training needs of their members. Employer will make the arrangements with DLU Manager once OPSEU provides the names of participants.
2014-001 Health Care Inspectors	<u>April 30, 2014:</u> Employer thanked OPSEU for its suggestion in filling the Health Care Lead positions with interested Industrial Program inspectors.	Employer will continue to build capacity in the Health Care sector.

<p>Date tabled: February 6, 2014</p>	<p>Parties agreed that Health Care is a part of the Industrial Program and training will include both sectors.</p>	
<p>2014-007 Change to On-Call Protocol</p> <p>Date tabled: February 6, 2014</p>	<p>April 30, 2014: Several issues have been resolved as a result of the new On-Call Protocol. A few issues remain outstanding, e.g., "unconsciousness".</p> <p>Parties discussed the proposal to change to handling calls after hours as a pilot.</p>	<p>Parties will continue working on clarifying and resolving the remaining issues.</p> <p>OPSEU will advise the Employer at the next meeting if they still want to proceed with the pilot.</p> <p>Parties will review the data from Spills Action Centre (SAC) to determine the effectiveness of the new protocol at the September meeting.</p>
<p>C. New Business</p>		
<p>Issue</p>	<p>Discussion</p>	<p>Action Required</p>
<p>2014-008 Mining Program</p> <p>Date tabled: April 30, 2014</p>	<p>April 30, 2014: Parties discussed the consultations regarding the Mining Program.</p> <p>Parties discussed the 6-month temporary assignment posted in the Eastern Region.</p>	<p>Employer confirmed that OPSEU will be invited at the consultation meeting, once a date has been finalized.</p>
<p>2014-009 MERC Operations Work Meetings</p> <p>Date tabled: April 30, 2014</p>	<p>April 30, 2014: Parties discussed the on-going meetings on Operations Division issues.</p>	<p>Parties will develop a framework for these meetings.</p>
<p>2014-010 AMAPCEO Work</p> <p>Date Tabled: April 30, 2014</p>	<p>April 30, 2014: Parties agree that this item is out of scope for this table.</p>	<p>No further action required.</p>

2014-011 Officer Liability and Compellability	April 30, 2014: Parties discussed a communication to inspectors regarding the Court decision on officer liability and compellability.	Parties will develop a communication to be sent out to inspectors by next meeting.
Date tabled: April 30, 2014		
2014-012 2013-2014 Officer Visit Data	April 30, 2014: Parties discussed the inspectors and officers' targets and how they are arrived at.	On May 7, 2014, parties will schedule a meeting to discuss this item.
Date tabled: April 30, 2014		
2014-013 2014-2015 Targets	April 30, 2014: Employer confirmed that the targets for 2014-1015 are: 240 for construction and industrial inspectors; 220 for mining inspectors (160 for Northern Region mining inspectors); 4750 for ESO1s and 1450 for ESO2s.	As above.
Date tabled: April 30, 2014		
2014-014 Travel, Meals and Wheels	April 30, 2014: OPSEU raised concerns with the Operations Division Guidelines to Managers on Travel and Meals and the jurisprudence that the Employer relied on.	OPSEU will provide further information on their concerns for the Employer to review.
Date tabled: April 30, 2013		
2014-015 Fleet Agreement	April 30, 2014: OPSEU raised a concern with a situation in Central West Region involving a potential breach of the Fleet Agreement.	Parties will continue discussions on this item.
Date Tabled: April 30, 2014		

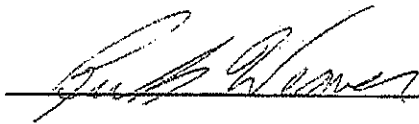
STANDING AGENDA ITEMS		
Issue	Discussion	Action required
2013-016 Staff Reports	April 30, 2013: Employer provided Staff Reports to OPSEU on April 9, 2014.	
2013-021 Admin Professional Learning Program	April 30, 2013: Employer provided an update on the upcoming sessions.	

Date Tabled: October 1, 2013


List of Acronyms

MERC	Ministry Employee Relations Committee
MOL	Ministry of Labour
TEI	Transition Exit Initiative
AWA	Alternative Work Arrangement
DET	Dedicated Enforcement Team
OPSEU	Ontario Public Service Employee Union

AMAPCEO	Association of Management, Administrative and Professional Crown Employees of Ontario
DLU	Divisional Learning Unit
SAC	Spills Action Centre



Rick Weaver
Co-Chair, OPSEU
Date: April 30, 2014



Mike Anderson
Co-Chair, Management
Date: April 30, 2014