



MEMORANDUM

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

FROM: Ruth Hamilton, OPS Supervisor

DATE: May 28, 2014

SUBJECT: Ministry of Transportation
MERC Minutes – May 15, 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,

A handwritten signature in black ink, appearing to read "Warren Thomas".

Warren (Smokey) Thomas
President

A handwritten signature in black ink, appearing to read "Ruth Hamilton".

Ruth Hamilton
OPS Supervisor

/el

att. Ministry of Transportation MERC Minutes – May 15, 2014

**MTO Ministry Employee Relations Committee (MERC) Agenda
 May 15, 2014
 OPSEU Regional Office, 31 Wellesley St. W**

In attendance (*chair of meeting)			
For the Union	For the Employer	Guests	Regrets
S. Valcourt* C. Blaney R. Lepage J. Marion	L. McAusland M. Tejada R. Fleming Gerry Chaput S. Pietrangelo	Jeff Hudebine	E. Strachan
Agenda Item (year-month-agenda#)	Standing Items		Action
97-01-02 Outsourcing/Disclosures	<p>The Employer provided an updated chart to the Union. The parties discussed some of the disclosures.</p> <ol style="list-style-type: none"> 1) March 3, 2014 – Surplus of Five(5) Positions, Reclassification of eight (8) Positions and Changes to Job Descriptions and/or Positions Titles for Ten (10) OPSEU Represented Positions – Regional Business Services Offices, Provincial Highways Management Division, MTO 2) .Net Solutions Delivery Centre Review – Labour and Transportation I&IT Cluster, MTO 3) Information Item – Keeping Ontario Roads Safer Act, 2014 and Update on the Review of Road User Safety 4) Road User Safety Division Organizational and Business Reviews 		Remain on agenda.

<p>04-03-01 Road User Safety (RUS) Modernization</p>	<p>The Employer provided an update regarding roll-out of new data management systems for International Registration Plan (IRP) and Oversize/Overweight (O/O). Employer is currently piloting Web services for IRP.</p> <p>Carrier Modernization remains a priority and the Ministry will continue to provide updates as they become available.</p>	<p>Remain on agenda.</p>
<p>07-10-02 Employee Engagement Survey</p>	<p>Employer provided an update regarding the roll-out of the employee engagement survey.</p> <p>OPSEU requested a summary of the employee engagement survey results once they are available.</p> <p>Employer will provide an update on the survey results at the August meeting.</p>	<p>Remain on agenda.</p>
<p>07-12-01 Provincial Highway Management Update</p>	<p>The Employer provided a general update on winter highway maintenance. The Ministry is looking at ways to improve winter maintenance.</p> <p>The Auditor General is currently reviewing winter maintenance program.</p> <p>The Employer will continue to provide updates as they become available.</p>	<p>Remain on agenda.</p>


<p>10-04-05 Results-based Planning</p>	<p>RbP plans are not being implemented due to the fall of the Ontario budget.</p>	<p>Remain on agenda.</p>
<p>13-04-01 Transition Exit Initiative (TEI)</p>	<p>The Employer provided an update on the Ministry's TEI applications and approvals.</p> <p>TEI Applications continue to be received and considered.</p>	<p>Remain on agenda.</p>
<p>13-04-02 Training and Development</p>	<p>The parties reviewed and discussed peer-to-peer support programs in other ministries.</p> <p>The parties will work together to develop a joint sub-committee to begin developing a framework for a critical incident stress management (CISM) program in the Ministry.</p> <p>The parties will continue to follow-up with colleagues and members in other ministries who currently have a CISM program regarding their process for developing a program.</p>	<p>Remain on agenda.</p>
<p>13-04-03 Seniority List</p>	<p>The parties clarified that the seniority lists can be requested by either party through the corporate process.</p>	<p>Remove from the agenda.</p>
<p>13-04-04 Fixed Terms / Seasonals / Students Lists</p>	<p>The Employer provided a Fixed Term, Seasonals, and Students list to the Union.</p>	<p>Remain on agenda.</p>

<p>13-07-01 LERC List</p>	<p>The Union will review the List and provide feedback.</p> <p>The parties will discuss a process next meeting for keeping the list up to date.</p>	<p>Remain on agenda.</p>
<p>13-10-01 Medical Review Section</p>	<p>The report on the Medical Review Section re-organization has been completed. The parties have signed an agreement on the process for the implementation of the re-organization.</p> <p>The implementation has begun and is currently moving forward as scheduled.</p>	<p>Remain on agenda.</p>
<p>13-12-05 TEO Memorandum of Settlement</p>	<p>The Employer is following up on OPSEU's question regarding pay administration regarding TEO1s hired prior to the implementation of the current collective agreement and will provide a response before the next meeting.</p>	<p>Remain on agenda.</p>
<p>13-12-05 TEOs at Peace Officer Memorial</p>	<p>The Employer is in the process of reviewing applications for the Ceremonial Colour Party.</p> <p>The Officers involved in the Ceremonial Colour Party will participate in ceremonies in their dress uniform including the Peace Officer Memorial in Ottawa.</p> <p>The Employer is committed to sharing the draft policy regarding the Ceremonial Colour Party with MERC once it is developed.</p>	<p>Remove from the agenda.</p>

13-12-05 Pan/Para Pan Am Games Impact to Staff	<p>The Employer will provide updates as they become available.</p>	<p>Remain on agenda.</p>
14-03-06 Transportation Enforcement Officer (TEO) Performance Development Plan	<p>The Employer has followed-up on OPSEU's concerns regarding ensuring consistency in the assessment of PDPs.</p> <p>The Employer has confirmed that managers are applying their discretion in the assessment of PDPs and are taking employee's individual circumstances into account.</p> <p>The Employer is committed to reminding managers of best practices when reviewing PDPs.</p>	<p>Remove from the Agenda</p>
14-03-06 LERC Referral (Local 270) Scheduling of TEOs	<p>The Employer clarified that if scheduled to work alone there is a work alone guideline that would come into effect.</p>	<p>Remove from the Agenda</p>
Agenda Item (year-month-agenda#)	New Items	Action

<p>14-05-15 Appendix 50 – Job Trades</p>	<p>OPSEU requested that the parties consider adding the following positions to the list of positions for the Appendix 50 – Job Trades:</p> <ol style="list-style-type: none"> 1) TEO1 2) TEO2 3) TEO3 4) TEO1 (Licensed) 5) TEO2 (Licensed) 	<p>The parties agree to refer this matter to CERC for inclusion.</p> <p>Remove from the Agenda</p>
<p>14-05-15 Disclosure of Cancellation of CWWs in PHM</p>	<p>OPSEU requested clarification as to why CWWs were cancelled province-wide.</p> <p>The Employer confirmed that the decision was based on business needs of the entire division. CWWs in marine services and traffic operations centres are not currently impacted as they are currently under review.</p> <p>The Employer is still allowing flexible hours of work arrangements based on operational requirements. Staff can discuss flexible hours of work arrangements with their manager.</p>	<p>Remove from the Agenda.</p>


Note: These minutes can be located on the CSD intranet and the OPSEU website.



 For the Union

May 15 2014

 Date



 For the Employer

May 15, 2014

 Date