



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 – March 6, 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

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att. Ministry of Transportation MERC Minutes – March 6, 2014

**MTO Ministry Employee Relations Committee (MERC) Agenda
 March 6, 2014
 301 St. Paul Street, St. Catharines**

In attendance (*chair of meeting)			
For the Union	For the Employer	Guests	Regrets
S. Valcourt C. Blaney R. Lepage E. Strachan J. Marion	L. McAusland* M. Tejada R. Fleming S. Pietrangelo		Gerry Chaput
Agenda Item (year-month-agenda#)	Standing Items		Action
97-01-02 Outsourcing/Disclosures	The Employer provided an updated chart to the Union. The parties discussed some of the disclosures.		Remain on agenda.
04-03-01 Road User Safety (RUS) Modernization	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. Carrier Modernization remains a priority and the Ministry expects to be in a position to provide an update regarding next steps by the end of the month		Remain on agenda.

<p>07-10-02 Employee Engagement Survey</p>	<p>Employee engagement survey was released on February 17, 2014. 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 a presentation of 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 Employer will provide a further update within the next two weeks.</p> <p>OPSEU asked whether there is a plan to take over winter maintenance.</p> <p>The Employer is looking at ways to improve winter maintenance.</p>	<p>Remain on agenda.</p>
<p>10-04-05 Results-based Planning</p>	<p>Employer provided an update on the status of the RbP submission.</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. TEI Applications continue to be received and considered.</p> <p>OPSEU requested clarification on the requirement to provide a TEI approval letter to the employee. The Ministry will follow-up.</p>	<p>Remain on agenda.</p>
<p>13-04-02 Training and Development</p>	<p>The Employer provided an update on the Ministry's action plan for identifying health and safety training currently available. The Employee reported back to MERC on the work conducted to date. Ministry will refer this matter to MAC.</p> <p>The parties reviewed and discussed peer-to-peer support programs in other ministries. The parties will work together to develop a critical incident stress management (CISM) program in the Ministry.</p> <p>The parties will 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>OPSEU requested that the seniority list be provided to the MERC Co-Chair monthly.</p> <p>The Employer will provide a Ministry seniority list to the Union.</p>	<p>Remain on 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>OPSEU requested separate listings for seasonal employees, students and fixed-term employees. OPSEU also asked for clarification on a number of concerns with the information in the report.</p> <p>The Employer will follow-up.</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 parties continue to discuss this matter.</p>	<p>Remain on agenda.</p>
<p>13-12-05 TEO Memorandum of Settlement</p>	<p>The parties signed a renewal to the TEO memorandum of Settlement.</p> <p>OPSEU raised concerns regarding the pay treatment for TEOs hired at the TEO 1 level prior to the implementation of the 2013-2014 OPSEU Collective Agreement.</p> <p>The Employer to follow-up and respond.</p>	<p>Remain on agenda.</p>

<p>13-12-05 TEOs at Peace Officer Memorial</p>	<p>OPSEU provided information regarding the Peace Officer Memorial in Ottawa each year. OPSEU will follow-up with additional information regarding the practice in other Ministries.</p> <p>OPSEU also requested that a MERC member be allowed to work with management to develop protocols for the Ceremonial Colour Party. The Employer will review this request and respond.</p>	<p>Remain on agenda.</p>
<p>13-12-05 Pan/Para Pan Am Games Impact of Staff</p>	<p>The Employer is currently working on a strategy and will provide updates as they become available.</p>	<p>To be a standing item.</p>
<p>Agenda Item (year-month-agenda#)</p>	<p>New Items</p>	<p>Action</p>
<p>14-03-06 Transportation Enforcement Officer (TEO) Performance Development Plan</p>	<p>OPSEU raised concerns that staff performance plans are being based on numerical targets and that a number of staff are being told that they are not meeting requirements. As a result staff may not be eligible for developmental opportunities.</p> <p>The Employer to follow-up with management regarding OPSEU's concerns and ensuring consistency in the assessment of PDPs.</p>	<p>Remain on Agenda.</p>

<p>14-03-06 Expressions of Interest, Regional Operations Branch</p>	<p>OPSEU requested clarification regarding the selection process for expressions of interest for a number of assignments that were recently posted in Regional Operations Branch.</p> <p>The Ministry has a guide to expressions of interest that sets out the process for EOIs including assessing candidates based on advertised qualifications.</p>	<p>Remove from Agenda.</p>
<p>14-03-06 Local 270 LERC</p>	<p>OPSEU is requesting a LERC for OPSEU Local 270 in St. Catharines.</p> <p>The Employer has identified a Management Co-chair who will be contacting OPSEU to arrange meetings.</p>	<p>Remove from Agenda.</p>
<p>14-03-06 LERC Referral (Local 270) Scheduling of TEOs</p>	<p>OPSEU raised concerns that TEOs in Vineland are being scheduled to work alone and there have been difficulties to meet the 24/7 operational requirements.</p> <p>Employer to follow-up and respond.</p>	<p>Remain on Agenda.</p>

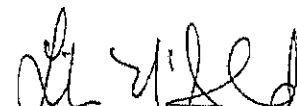
Note: These minutes can be located on the CSD intranet and the OPSEU website.



 For the Union

March 6, 2014

 Date



 For the Employer

March 6, 2014

 Date