

Ministry Employee Relations Committee (MERC)

Meeting Minutes

Thursday May 5, 2016 | 9:30-12:30
Boardroom A, OPSEU Regional Offices, 31 Wellesley St. E, Toronto

In Attendance (* chair of meeting)			
Union	Employer	Guests	Regrets
S. Valcourt (Co-Chair)* W. Larose C. Abric- Forsyth	L. McAusland (Co-Chair) K. Baldassarra K. Bentley on behalf of G. Chaput H. Francis	Jeff Hudebine	E. Strachan C. Santangelo

#	Date Added (year-month-day)	Agenda Item	Standing Items	Action
1.	97-01-02	Disclosures	The Ministry provided an updated chart to the Union.	Remain on agenda
2.	04-03-01	Road User Safety (RUS) Modernization	The Ministry has successfully released most of the Carrier Modernization system and MVIS transformation. OPSEU provided feedback on some of the changes.	The Ministry will continue to provide updates as they become available.
3.	07-10-02	Employee Engagement Survey	The Ministry provided a summary of the 2014 Employee Engagement Survey Results for the Ministry of Transportation. OPSEU asked what is being done to improve employee engagement since the cancellation of CWWs in PHM.	Employer to follow-up and provide a response at the next meeting.

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4.	07-12-01	Provincial Highway Management Update	<p>The Ministry provided an update on maintenance contracts for the Ottawa and Sudbury Area.</p> <p>The ministry has decided not to award a new maintenance contract for the Ottawa area. To ensure continuity of highway maintenance, the ministry plans on returning to a managed outsourcing approach for the 16/17 winter where ministry staff will patrol and direct operations of hired equipment and operators.</p> <p>For the Sudbury area the current contractor will continue to provide maintenance on an interim basis.</p>	Remain on agenda.
5.	10-04-05	Results-based Planning	<p>The RbP process has been replaced with the Program Review, Renewal & Transformation (PRRT) process.</p> <p>The Ministry provided an overview of the PRRT process.</p>	Remove from agenda.
6.	13-04-01	Transition Exit Initiative (TEI)	<p>The Ministry provided an update on the number of Ministry TEI applications and approvals.</p> <p>OPSEU stated that they do not appear to have copies of all OPSEU TEI applications that have been approved in the Ministry.</p>	Ministry to follow-up on where the copies of approved TEI applications are sent in OPSEU.
7.	13-04-01	Training and Development	<p>The parties agree that the critical incident stress management (CISM) training is appropriately placed at MAC and should continue to be addressed at that committee.</p> <p>OPSEU inquired regarding the status of ASMP training.</p>	<p>The Ministry to review the status of ASMP training.</p> <p>Remain on agenda.</p>
8.	13-04-01	Fixed Terms / Seasonals / Students Lists	<p>The Employer provided an updated Fixed Term, Seasonals, and Students lists to the OPSEU.</p>	OPSEU will provide the Ministry with any inquiries they have prior to the next meeting.

#	Date Added (year-month-day)	Agenda Item	Standing Items	Action
9.	13-07-01	LERC List	OPSEU will review the listing and provide feedback by the next meeting.	Remain on the agenda.
10.	13-10-01	Medical Review Section	The Ministry has implemented and continues to work on initiatives to improve employee engagement. The Ministry will share information regarding the employee engagement information being collected.	Remove from the agenda.
11.	13-12-05	TEO Memorandum of Settlement	The Ministry is not currently planning on abolishing the TEO1 underfill position. The Ministry continues to review the use of the TEO1 underfill position.	The parties agree to discuss this matter at the next meeting.
12.	14-08-14	Driver Improvement Referral	The Ministry continues to monitor this program.	Remove from the agenda.

#	Date Added (year-month-day)	Agenda Item	Business Arising	Action
13.	14-10-02	Lunch Periods for Court Officers	There have been no further concerns raised.	Remove from the agenda.
14.	14-10-02	TEO PDPs	The Ministry continues to use inspection targets for TEOs but have made changes to the targets for activities. OPSEU again raised concerns regarding staff being denied opportunities as a result of not meeting inspection targets.	Remove from the agenda.

			<p>The Ministry is not aware of any opportunities being denied due to targets not being met.</p> <p>OPSEU to inform the Ministry if there are any instances where officers have been denied opportunities due to not meeting inspection targets.</p>	
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#	Date Added (year-month-day)	Agenda Item	New Items	Action
15.		Use of Security Cameras	<p>It has been brought to OPSEU's attention that security cameras are being used to monitor staff. OPSEU requested clarification as to the purpose of security cameras and whether they are being used for disciplinary purposes.</p> <p>OPSEU also asked for clarification regarding who can access security footage.</p> <p>OPSEU contends that they were informed previously that security camera footage has never been used for discipline.</p>	Management will review OPSEU's concerns and report back.
16.		Provincial Sign Shop	<p>OPSEU expressed concerns that the volume of work at the North Bay office has declined and been moved to Toronto as a result of ventilation issues in the sign shop. OPSEU requested an update on the ventilation system and future plans for the sign shop.</p> <p>OPSEU requested an opportunity to improve communication and employee engagement at the sign shop.</p>	The Employer will look into the issues raised and provide an update.
17.		Flexible Work Arrangements (Local 634 Referral)	OPSEU raised concerns that flexible work arrangements are not being considered in the Engineering Office in North East Region.	The Employer will follow-up on OPSEU's concerns.
18.		Special Cases	OPSEU raised a number of classifications used in the Ministry that they would like considered for special cases.	The parties agree to refer the special cases to CERC.

19.		Developmental Opportunity	<p>OPSEU raised a concern that there is a developmental opportunity for TEOs being filled as a position as opposed to being used as a developmental opportunity as originally intended.</p> <p>The Ministry is currently reviewing this matter.</p> <p>The Ministry has recently created an enforcement advisory committee comprised of enforcement staff from across the province that is being utilized as a developmental opportunity.</p>	Remove from the agenda.
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[Original signed by Serge Valcourt] _____

For the Union

May 5, 2016 _____

Date

[Original signed by Linda McAusland] _____

For the Employer

May 5, 2016 _____

Date