

**Ministry of Health and Long-Term Care
MERC Meeting Minutes
April 28, 2016**

Attendees	
Union	Management
C. Falcao (Co-Chair)	R. Lindo (Co-Chair)
F. Pryor	M. Wilcox
F. Wendling	B. Lyman
L. Egan	J. Farrell
R. Barnes	M. Fox
Recorder	
	C. Yue
Guests	
	T. Uukkivi
	M. Vahaviolos
Regrets	
	M. Thomas

Agenda Items	Date Tabled	Discussion	Action Required
1. Review of January 20 2016 Minutes		<ul style="list-style-type: none"> January 2016 minutes reviewed and approved as written. 	
2. Review of Agenda		<ul style="list-style-type: none"> April 2016 agenda reviewed and Health Productivity Programs added to new items. 	

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New Business			
3. Review of new language in OPSEU Collective Agreement	21-Apr-16	<ul style="list-style-type: none"> Parties reviewed the recent changes to the collective agreement impacting MERC and OPSEU members. 	<ul style="list-style-type: none"> Parties to explore joint communication options going forward
4. Health Productivity Program	28-Apr-16	<ul style="list-style-type: none"> Parties discussed having a presentation on the MCYS Health Productivity Program at the next MERC meeting in June 2016. 	<ul style="list-style-type: none"> OPSEU to follow-up and provide background information
Standing Items			
5. Position Descriptions and New Job Ads	2011	<ul style="list-style-type: none"> OPSEU received Position Descriptions listing for Oct – Dec 2015 quarter. OPSEU raised a concern that the majority of new positions disclosed were not in their bargaining unit. Management provided an overview of the classification process. OPSEU queried the ministry's role in the classification process. 	<ul style="list-style-type: none"> Management to provide Position Description listing
6. Disclosure Updates	2011	<ul style="list-style-type: none"> OPSEU received Disclosure Log for Oct – Dec 2015 quarter. Management provided an update on: <ul style="list-style-type: none"> Health Promotion Division and Public Health Division review, Ontario Public Drug Programs review, Long-Term Care Inspections Branch review, Supply Chain and Facilities Branch business process review, Corporate Services Division – finance business function review. OPSEU inquired on job impacts for reviews. Management advised there are no anticipated job impacts at this time. 	<ul style="list-style-type: none"> Management to provide Disclosure Log Management to follow-up on benefits restructuring questions


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7. Quarterly Fixed-Term Employee Listing	2011	<ul style="list-style-type: none"> • OPSEU inquired on the benefits restructuring under budget (Bill 173) as to which benefits are included in the review and requested. contact information. • OPSEU raised concerns and inquired on the quarterly fixed-term report. • OPSEU requested an interim report prior to next MERC meeting in June 2016. 	<ul style="list-style-type: none"> • Management to provide Quarterly Fixed-Term Employee Listing • Management to follow-up on request
8. Workload/ Staffing Levels – Central Ambulance Communication Centre (CACC)	24-Jun-11	<ul style="list-style-type: none"> • Management shared information that the number of entry to practice seats per session have increased from 15 to 25. There are 3 entries to practice training sessions per year and 4 sessions for 2016-17. • OPSEU raised concerns around workload and staffing levels. • Workload and staffing level reports will be made available prior to next meeting in June 2016. 	<ul style="list-style-type: none"> • Management to provide workload and staffing levels report.
9. Third Party Organizations/ Agencies/Fee-for-service	12-Apr-12	<ul style="list-style-type: none"> • OPSEU inquired whether management is aware of any temporary agency staff and fee-for service staff. • Management advised that temporary agency staff and fee-for-service staff are being used appropriately. • OPSEU inquired on the use of fee-for-service in the Psychiatric Patient Advocate Office (PPAO). • OPSEU requested Third Party Organizations/ Agencies/Fee-for-service listing prior to meeting. 	<ul style="list-style-type: none"> • Management to follow-up on staffing model and numbers in PPAO
10. Long-Term Care Homes Inspectors	27-Feb-14	<ul style="list-style-type: none"> • Management provided the compliment of LTCH Inspector positions in each of the regions and by category. 	<ul style="list-style-type: none"> • Management to follow-up on fixed-term employees

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Business Arising			
11. Critical Incident Support, EHSB	19-Jun-14	<ul style="list-style-type: none"> Management provided an update on the critical incident support proposal. Enhanced Employee and Family Assistance Program respond to critical incident is now being more frequently utilized by the CACCs. 	<ul style="list-style-type: none"> Management to provide update at next meeting in June 2016
12. Central Ambulance Communication Centre (CACC) Uniforms	24-Jun-11	<ul style="list-style-type: none"> Parties to discuss proposed options for uniforms. A meeting will be arranged to discuss options. A report back will be provided once a decision has been made. 	<ul style="list-style-type: none"> Item removed: April 28, 2016
13. Lateral Transfers	20-Jan-16 (Originally tabled: 18-Sep-14)	<ul style="list-style-type: none"> Management confirmed the lateral transfer process is being used by Recruitment Services. Discussions continue on ongoing lateral transfers. 	<ul style="list-style-type: none"> Issues to be discussed at table
14. Attendance Support Management Program	20-Jan-16	<ul style="list-style-type: none"> OPSEU shared slide deck on Attendance Support Management Program. Parties acknowledged that Attendance Support Management Program is being discussed at CERC. 	<ul style="list-style-type: none"> Management to provide responses to questions ask previously
15. Special Cases	20-Jan-16	<ul style="list-style-type: none"> OPSEU presented to Guests on the special cases including: <ul style="list-style-type: none"> Ambulance Communications Officers 1 & 2 Emergency Health Services Investigator Medical Assistant 3 (Centralized Intake and Assessment Triage Team) 	<ul style="list-style-type: none"> OPSEU to provide special cases Management to follow-up

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OTHER ITEMS:			
National Day of Mourning		<ul style="list-style-type: none"> Parties had a moment of silence to reflect on the National Day of Mourning. 	

Approval:


 C. Falcao
 OPSEU
 Dated: April 28/16


 R. Lindo
 MOHLTC
 Dated: