

**Ministry of Government and Consumer Services**  
**Ministry Employee Relations Committee (MERC) Minutes**  
**10:00 a.m. to 3:00 p.m., Thursday, March 24, 2016**  
**OPSEU Regional Office, Boardroom A, 31 Wellesley St. East, Toronto**

<b>Management Members</b>	Louise Larocque (Co-Chair), Tricia Ireland, Robert Gagne, Denis Blais, Diane MacNeill, Erin Sarantis, Andrea Hatzis
<b>OPSEU Members</b>	Sandra Snider (Co-Chair), Sylvie Valcourt, Debbie Ponte, Spencer Mitchell, Marc Casey
<b>Regrets:</b>	
<b>Guests/Presenters:</b>	Kevin French, Associate Deputy Minister, OSS Jackie Korecki, OSS Bernadette De Souza, OSS Brian Khoo, OSS

No.	Agenda Item	Background / Discussion	Action
<b>Standing Items</b>			
1	Administrative Items a) Terms of Reference b) Minutes of the January meeting	The Employer will review the model terms of reference in the Collective Agreement. The parties signed off on the minutes.	Employer to review model TOR.
t2	Attendance Management and Support Program	OPSEU raised concerns about inconsistent approaches in the application of the program, such as bundling without a doctor's note, and further requested that their members be given a fresh start on April 1, 2016. OPSEU also reiterated their previous request to obtain detailed statistics on the ASMP levels of their members within the ministry.  The Employer agreed to follow up on the questions and concerns, and to provide further information on how the	Employer to consider OPSEU's concerns and to follow up on the request for ASMP statistics.

No.	Agenda Item	Background / Discussion	Action
		ASMP process is administered in general, including the ATS system.	
3	Surplus, Vacancy and Seniority Lists	OPSEU asked whether employees on recall have access to OPS job competitions and whether they are given the name of an HR contact person.	Employer to follow up.
4	TEI Statistics	OPSEU requested TEI statistics broken down by division.	Employer to follow up.
5	Ministry Updates a) OSS b) SO c) LRO	<p>OSS Blueprint – The Associate DM Kevin French provided an update on OSS’s five-year strategic plan, followed by questions and answers.</p> <p>SO – The Employer provided an update on the Contact Centre Scheduling Committee and shared a list of the CSR members on the committee with OPSEU.</p> <p>OPSEU expressed concern about vacancies in Atikokan and Ignace. The Employer agreed to provide further information to OPSEU and have a discussion off line about plans in these offices.</p> <p>OPSEU requested an LRO update at the next meeting.</p>	Employer to follow up on questions re. scheduling committee.
6	LERC update / training	The Employer provided a list of the LERCs based on input from Human Resources Advisory Services. OPSEU will contact its MGCS locals do determine what additional LERCs are in place to ensure that they are added to the list.	OPSEU.
7	MGCS Training and Development a) EAP Orientation	The parties agreed to review joint union-management training for the MERC. The Employer will follow up with Employee Relations Division, TBS, to see what existing programs are available, and both parties will investigate what training was provided to the previous MERC.	Employer and OPSEU.

No.	Agenda Item	Background / Discussion	Action
		The Employer confirmed that an EAP presentation is scheduled for the June MERC meeting.	
8	Joint Health and Safety Committees	The Employer provided a list of Joint Health and Safety Committees. The parties will continue review the list to jointly ensure that it is updated. OPSEU raised concerns about the structure of health and safety committees in multi ministry sites.	Employer to follow up on concerns with CEHSW.  Employer and OPSEU to update the H&S list.
9	Unsigned MOA re. Surplus Staff	Discussion was held and the issue regarding the one employee has been resolved. One employee remains on self recall. The Employer agreed to provide the Union with a status report on the impacted employees from the EFSSD organizational restructuring. The Employer will also provide an update on the employees impacted by the recent reorganization at the Business Improvement Division, ServiceOntario.	Employer to follow up.
10	Hiring Practices Focus Group	The Employer is still looking into this and will report back to MERC.	Employer.
11	Short Term Sickness Plan	The Employer has relayed the concerns raised at the previous MERC to CEHSW and HR Advisory Services, and will report back to MERC. OPSEU reiterated its concern about the length in processing the 75% STSP benefit.	Employer.
12	New MGCS Positions	The Employer forwarded the concerns to ECU, and specifically flagged the positions of concern to ECU. OPSEU agreed to share the current list of MGCS classification grievances with the Employer as an fyi.	OPSEU to provide list to Employer.
<b>New Items</b>			
13	Article 5.1 – Information to New Employees	OPSEU raised concerns about the application of Article 5.1. OPSEU agreed to provide further information to the Employer.	OPSEU.
14	2016 Disclosures and Information Shares	The Employer agreed to provide an updated ministry	Employer.

No.	Agenda Item	Background / Discussion	Action
		disclosure log to the entire committee before each MERC meeting.	
15	Seasonal Employees	OPSEU expressed concern about the Employer's use of seasonal employees in a specific branch. OPSEU requested the Employer to provide a list of seasonal employees in MGCS, their positions and locations, and the seasonal nature of the work. OPSEU advised that a grievance had been filed. The Employer agreed to get back to OPSEU on the request.	Employer to consider request.

Union Co-Chair: Original signed by Sandra Snider

Management Co-Chair: Original signed by Louise Larocque

Date: July 13, 2016

Date: July 13, 2016