

MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC) MEETING
March 29, 2017
100 Lesmill Road, North York – Boardroom 201

In Attendance

For the Union	For the Employer	Guests	Regrets
John Shirk, Co-Chair, OPSEU Rob Cox, Vice Co-Chair, OPSEU Paul Oppert, OPSEU Vipin Sharma, OPSEU	Michael Villani, Co-Chair, TBS Liz Mackenzie, TBS Vanessa Dunlop, TBS Antoinette Karner, TBS	Lisa Vertella, TBS	Roxanne Barnes, OPSEU

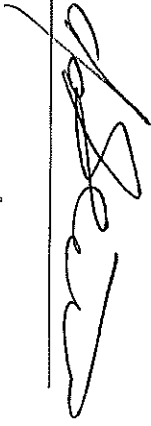
Agenda Item	Background / Discussion	Action
Transformation / Vacancy / New Position Listings	OPSEU inquired about any upcoming transformations within the Ministry. OPSEU requested that the Employer look into recent job postings in relation to members who are on Notice of Layoff.	
Inclusion / Accessibility / Diversity	The Employer discussed various inclusion / accessibility / diversity efforts across the Ministry: <ul style="list-style-type: none"> - Face-to-face Infrastructure Technology Services Informed, State of the Nation and Regional Exchange sessions in various locations across the Ministry. - Positive spaces training for managers in the Corporate Services Division and for employees in April. 	

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Fixed Term / Fee for Service Positions	<p>OPSEU discussed the issue of fixed-term conversion for a member.</p> <p>OPSEU inquired about the status of Fee for Service conversion in regards to when it is happening and how people are being assigned to the positions.</p> <p>OPSEU inquired about the use of Fee for Service within the Desktop Services Field Services and Data Center Operations.</p>	OPSEU will follow-up with the member.
Transition Exit Initiative	The parties agreed to remove this item from the agenda moving forward.	
Employment Transition	The parties discussed a job description review that is taking place as part of the ITS Workforce Strategy Framework.	
Office 365	<p>OPSEU discussed member concerns regarding Office 365 and what it means, when it will happen and privacy/security.</p> <p>The Employer discussed the Threat Risk Assessment and Privacy Impact Assessment that are being conducted to ensure the highest level of protection for OPS information and data.</p> <p>OPSEU requested a copy of the Threat Risk Assessment and Privacy Impact Assessment for Office 365.</p>	The Employer will look into whether the Threat Risk Assessment and Privacy Impact Assessment can be shared.
Security Screening Checks	<p>OPSEU requested that the Employer confirm that no members will be required to comply with security screening checks until an Employment Screening Risk Assessment has been completed.</p> <p>Management responded that there has been no requirement for these members to complete security screening checks at this time.</p>	

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Employee Engagement Survey	<p>OPSEU discussed member concerns with the confidentiality/anonymity of the OPS Employee Engagement survey and suggested that future messaging is clearer.</p> <p>OPSEU discussed concerns regarding the messaging sent out to encourage employees to complete the Employee Engagement survey.</p> <p>The Employer noted that the OPS Employee Engagement survey is an OPS-wide initiative and the confidentiality of future surveys is more appropriate to be discussed at the Central Employee Relations Committee.</p>	
MERC Terms of Reference	<p>The parties discussed 2 outstanding issues related to the duty assignment for caucus and meeting days and the recognition of alternative shift schedules and how to accommodate.</p> <p>The issue is with OPSEU for consideration.</p>	
Unfilled Vacancies / Location Changes	<p>OPSEU raised member concerns with the lack of location flexibility when jobs are posted and inquired about the possibility of Central Agencies Cluster expanding their geographical locations.</p> <p>The Employer responded that within Infrastructure Technology Services there is an effort to expand locations within job postings and Central Agencies Cluster will look into the possibility.</p>	
Telework – Selection Process	<p>The parties discussed the telework candidate selection process within Infrastructure Technology Services and the possibility of implementing telework options into other areas.</p>	

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Respectful Work Place Program	<p>OPSEU discussed member concerns within the field service, service order management and service desk areas in regards to the challenges with the mechanisms that are currently in place to help staff deal with harassment from clients.</p> <p>OPSEU suggested that management discuss the respectful workplace policy more frequently with staff.</p> <p>The Employer responded that employees should discuss any concerns related to respect in the workplace with their manager as a first point of contact.</p> <p>The parties discussed the Employers responsibility to monitor resourcing and workload capacity issues in relation to meeting customer satisfaction levels from the client and service provider side.</p>	
Attendance Support Management Program	<p>OPSEU discussed member concerns with the administration of the Attendance Support Management Program.</p> <p>The Employer will look into ways to encourage more awareness and education for managers around the Attendance Support Management Program and management discretion.</p>	
TBS Joint Health and Safety Committees	<p>The Employer is committed to sharing a project plan at the next meeting for the implementation of Joint Health and Safety Committees in various locations across TBS.</p>	
TBS Local Employee Relations Committees	<p>The parties discussed creating a Local Employee Relations Committee in Oshawa.</p>	

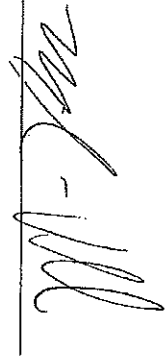
Union Co-Chair:



Date:

April 19/2017

Management Co-Chair:



Date:

April 06/2017