

**Ministry of Health and Long-Term Care  
MERC Meeting Minutes  
June 22, 2017**

<b>Attendees</b>	
<b>Union</b>	<b>Management</b>
F. Wendling (Co-Chair)	R. Lindo (Co-Chair)
M. Whyte	M. Vahaviolos
M. Santyr	J. Farrell
M. Abric-Forsyth	M. Fox
H. Dargavel	
<b>Recorder</b>	
	J. Riddell
<b>Guests</b>	
	K. Simpson
	D. Piasentini
<b>Regrets</b>	
	C. Pettis

<b>Agenda Items</b>	<b>Date Tabled</b>	<b>Discussion</b>	<b>Action Required</b>
<b>Standing Items</b>			
1. Review of April 20, 2017 Minutes		<ul style="list-style-type: none"> <li>Both management and OPSEU agreed to previous minutes</li> </ul>	

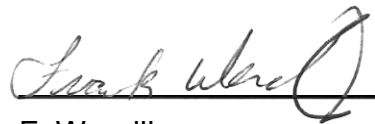
Agenda Items	Date Tabled	Discussion	Action Required
2. Review of Agenda		<ul style="list-style-type: none"> <li>• Management and OPSEU agreed to agenda</li> <li>• Addition of Tele-metrics, Open and Digital Government to the Agenda</li> </ul>	<ul style="list-style-type: none"> <li>• Items to be added to current agenda</li> </ul>
3. Long-Term Care Home Inspectors		<ul style="list-style-type: none"> <li>• Management provided an update on the current status and work completed to date in the Long-Term Care Homes Division (LTCHD)</li> <li>• Opportunities are being provided to current branch employees. Decisions on final resolution will be made once the opportunities are exhausted</li> <li>• Discussion about the classifications for the inspector positions</li> <li>• Management is committed to reaching a mutually agreeable solution</li> </ul>	<ul style="list-style-type: none"> <li>• Management to continue updates on LTCHD at MERC meetings</li> </ul>
4. Position Descriptions and New Job Ads		<ul style="list-style-type: none"> <li>• Discussion about the classification process through the Enterprise Classification Unit (ECU)</li> </ul>	<ul style="list-style-type: none"> <li>• Management to reach out to Enterprise Classification Unit to attend a future meeting</li> </ul>
5. Vacancy Report		<ul style="list-style-type: none"> <li>• Reviewed the report and OPSEU asked questions about specific entries</li> </ul>	<ul style="list-style-type: none"> <li>• Management to follow-up with column/data definitions</li> </ul>
6. Disclosure Updates		<ul style="list-style-type: none"> <li>• Updates provided to OPSEU</li> </ul>	<ul style="list-style-type: none"> <li>• Management to take questions and respond to OPSEU</li> </ul>
7. Quarterly Fixed-Term Employee Listing		<ul style="list-style-type: none"> <li>• OPSEU had a question regarding permanent versus temporary staffing of certain positions</li> </ul>	

<b>Agenda Items</b>	<b>Date Tabled</b>	<b>Discussion</b>	<b>Action Required</b>
8. Third Party Organizations/ Agencies		<ul style="list-style-type: none"> <li>OPSEU had questions around the Ministry's use of Agency employees</li> </ul>	<ul style="list-style-type: none"> <li>Management to review feasibility of an on-call listing instead of using temp agency employees</li> </ul>
<b>New Items</b>			
9. ASMP Updates	2017	<ul style="list-style-type: none"> <li>OPSEU requested an opportunity for staff to review absences to determine if opportunities for bundling/precluding were missed previously</li> </ul>	
10. Mandate Letter updates	2017	<ul style="list-style-type: none"> <li>Management does not have an update on this item at this time</li> </ul>	
11. Attendance Update for CACC employees	2017	<ul style="list-style-type: none"> <li>Management provided an update on current action taken to date and future plans to address concerns</li> </ul>	<ul style="list-style-type: none"> <li>Management will continue to update OPSEU</li> </ul>
12. Update on Hamilton CACC	2017	<ul style="list-style-type: none"> <li>Management provided an update on the current status of the actions taken to date at the Hamilton CACC</li> </ul>	<ul style="list-style-type: none"> <li>Management will continue to update OPSEU</li> </ul>
13. CACC Emergency Preparedness		<ul style="list-style-type: none"> <li>Management provided a status update on the current actions taken to date to address concerns</li> <li>Management took questions from OPSEU related to emergency preparedness kits and process</li> </ul>	<ul style="list-style-type: none"> <li>Management to take questions away and will continue to provide updates at MERC</li> </ul>
14. CACC Uniforms		<ul style="list-style-type: none"> <li>Opportunities for uniforms across the CACCs is currently being reviewed by the program area.</li> </ul>	<ul style="list-style-type: none"> <li>Management will continue to update OPSEU</li> </ul>
15. Health and Safety	June 22, 2017	<ul style="list-style-type: none"> <li>OPSEU requested a copy of the CACC Risk Assessment reportDiscussion around mental health and its part with Joint Health and Safety Committees</li> </ul>	<ul style="list-style-type: none"> <li>Management to share recent memo on mental health with Joint Health and Safety Committee members</li> </ul>

Agenda Items	Date Tabled	Discussion	Action Required
16. Health Productivity Program	June 22, 2017	<ul style="list-style-type: none"> <li>• MERC discussed the recent presentation on the Health Productivity Program (HPP) and its feasibility in the Ministry</li> <li>• MERC invited to attend Health and Wellness education session for the CACCs</li> </ul>	<ul style="list-style-type: none"> <li>• Management to present the HPP to HR Executive Services Committee (HRESC)</li> <li>• Session to be arranged for Health and Wellness education for all MERC members</li> </ul>
17. Conflict of Interest	June 22, 2017	<ul style="list-style-type: none"> <li>• Management provided information on the Conflict of Interest (COI) process</li> <li>• OPSEU asked questions regarding the COI process and privacy concerns with the information flow</li> </ul>	<ul style="list-style-type: none"> <li>• Management to provide web link to the “Doing the Right Thing” webpage</li> </ul>
18. Benefits Transformation	April 20, 2017		<ul style="list-style-type: none"> <li>• OPSEU to send the list of benefit programs that are changing to management</li> </ul>
19. Open/Digital Government		<ul style="list-style-type: none"> <li>• General discussion around Open and Digital Government within the Ministry</li> <li>• OPSEU raised concerns around potential job loss and data security</li> </ul>	<ul style="list-style-type: none"> <li>• Management to provide updates when available</li> </ul>
20. Tele-metrics		<ul style="list-style-type: none"> <li>• OPSEU asked about the tele-metrics policy and how the information will be used</li> </ul>	<ul style="list-style-type: none"> <li>• Management to provide updates when available</li> </ul>
<b>Bring Forward</b>			
21. Workload/ Staffing Levels (Central Ambulance Communication Centres)	2017	<ul style="list-style-type: none"> <li>• Item to be brought forward at the September 2017 meeting to align with the annual reporting cycle</li> </ul>	<ul style="list-style-type: none"> <li>• Report to be provided prior to September MERC meeting</li> </ul>

Agenda Items	Date Tabled	Discussion	Action Required
22. Employment Standards Act changes	2017		
23. Enterprise Classification Unit	2017	<ul style="list-style-type: none"> <li>• Management to continue to reach out to the Enterprise Classification Unit to come present at a future MERC meeting</li> </ul>	
24. Terms of Reference		<ul style="list-style-type: none"> <li>• To be tabled once Employee Relations Committee (ERC) level 2 training is completed by the MERC</li> </ul>	

Approval:



F. Wendling  
 OPSEU  
 Dated:



R. Lindo  
 MOHLTC  
 Date: June 22, 2017