

MINUTES

MINISTRY OF THE ENVIRONMENT AND CLIMATE CHANGE

MINISTRY EMPLOYEE RELATIONS COMMITTEE

MINISTRY HEALTH AND SAFETY COMMITTEE (OPSEU)

Thursday, June 22, 2017

1:00 p.m. to 4:00 p.m.

8th Floor, External Boardroom

40 St. Clair Ave. West, Toronto

Management:

Jacques LeGris (Co-Chair)
Lee Orphan
Scott McCharles
Teresa Polito

Regrets:

Cammy Mack

Management Advisor:

Martha Baldwin (TBS)

Support Person:

Gloria Glasfurd

Union:

Janis Pechinger (Co-Chair)
Jennifer Thornton
Shawn Burr (via teleconference)

Regrets:

Chris Johnston
Rodger Noakes (OPSEU), **OPSEU Advisor**

ITEM	DISCUSSION	ACTION
1. Review & Sign Previous Minutes	The MERC minutes for January 17, 2017 and April 11, 2017 are pending approval.	Joint Co-Chairs, Employee Relations Advisor, OPSEU Advisor and Manager, SBU have agreed to meet via teleconference to review and finalize minutes for January and April.
2. Previous Business and Standing Items		
2.1 Fixed Term Usage Report (Standing Item)	Management provided the Union with the Fixed Term Usage Report as at March 31, 2017.	Union to review and provide feedback. Management will provide the Union with the Fixed Term Usage Report as at June 30, 2017 in July when it becomes available.
2.2 ASMP Report (Standing Item)	Management provided the Union with the ASMP statistics at the divisional level as at March 31, 2017.	Management will provide the Union with the ASMP Report as at June 30, 2017 in July when it becomes available.
2.3 Auditor's Report	Union followed up with management for a response to specific questions on the Office of the Auditor General of Ontario's 2016 Annual Report (November 2016) as it related to MOECC. The Union has inquired into the Auditor's recommendations previously and is interested in how MOECC plans to implement the recommendations, many of which have been raised as a concern at this table.	Management will provide a ministry response to the Union when the information becomes available.

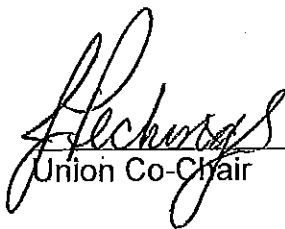
	<p>Management informed the Union that they will follow-up with the program areas for a response.</p>	
<p>2.4 Training (Standing Item)</p>	<p>Union followed up on their request for a comprehensive on-line training calendar.</p> <p>Management proposed to bring this item back to the table for the next meeting for the Director of the Operations Integration Branch to provide an update.</p>	<p>Director of the Operations Integration Branch to be invited to the next meeting to provide an update.</p>
	<p>Union made a reference to the HAZWOPER Training Session and requested that on a going forward basis, the training materials be provided to staff in advance.</p> <p>Management indicated it is the Ministry's intent to expand this training session to all Environmental Officers.</p>	
<p>2.5 POSI Pilot – Update – EO Job Descriptions</p>	<p>The Union inquired about an update following the April MERC meeting discussion regarding clarification on the EO job description.</p> <p>Management acknowledged the delay in response regarding the EO4 job description and committed to following up with the program area.</p> <p>Management also confirmed that recent interviews in DWMD had taken place under POSI pilot, and no concerns have been raised following the interviews.</p>	<p>Director of the Operations Integration Branch is to be invited to the next meeting to provide an update on the POSI process and on the EO4 Job Description.</p>
<p>2.6 Employee Engagement (New Standing Item)</p>	<p>The Union raised concerns on the current results of the 2017 Employee Engagement Survey and noted that similar issues have been identified since the 2006, including Fair Hiring Practices. The Union is</p>	<p>Manager, Organizational Dynamics will be invited to present at the next MERC meeting regarding the</p>

	<p>seeking to know what action will be taken by management to resolve the issues raised by employees.</p> <p>The MOECC strives to adhere to fair, transparent and inclusive recruitment practices. Management asked the Union to provide specific details.</p> <p>Three MERC members provided first hand experiences related to hiring practices.</p> <p>Management committed to continuing to provide updates.</p>	Employee Engagement survey.
3. New Business		
3.1 Electronic Processing of Information or Approvals – e-CAS	<p>Union has requested information on the electronic processing of information or Approvals – e CAS.</p> <p>The Union expressed concern regarding the type of identification required to confirm PKI identity.</p> <p>Management confirmed that the Director of EAASIB, EAB and MOA will be invited to present at the next MERC meeting.</p>	Director, EAASIB, Director, EAB Director, MOA will be invited to present at the next MERC meeting.
3.2 Review Minute taking process	<p>Union raised concerns on the level on detail captured on the MERC Minutes.</p> <p>On a going forward basis, Management and Union have agreed to schedule an hour meeting to discuss draft minutes once it is shared with all parties concerned.</p> <p>Management offered that the meeting's minutes are consensual and must be agreed to by both parties, and also not intended to be a detailed account of the</p>	Management to schedule an hour meeting to discuss the draft Minutes once it is shared with all parties concerned.

	discussions.	
3.3 Distribution List for ministry disclosures	<p>Union raised issues on the ability to access Corporate Disclosures.</p> <p>Management confirmed that there are two types of disclosures sent to the Union – Ministry and Corporate Disclosures. As per protocol, Corporate Disclosures are sent at the Corporate level by the Employee Relations Branch, Treasury Board Secretariat to the Bargaining Agent President and Ministry Disclosures are sent by the Ministry to the local MERC Co-Chairs.</p>	Management confirmed that going forward OPSEU members will be copied on all ministry disclosures.
3.4 Workspace Cubicle Standards	<p>The Union stated that London District staff have been very vocal about concerns regarding the configuration of the new workspace cubicles in accordance with the OPS standards for office space.</p> <p>The majority of the affected MOECC staff have brought forward concerns regarding the OPS Standard Cubicle size and lack of privacy; specifically the height of the cubicle panel/glass separating work stations. The new workspaces will have low cubicle walls that provide insufficient visual separation from office traffic as well as increased auditory distraction. Staff are extremely concerned that the workspace will not allow them to work effectively and efficiently. The constant visual distraction will decrease productivity and most importantly, staff morale.</p> <p>The issues were raised by staff at a local town hall held by Management, at all staff meetings, and staff employee engagement sessions. These concerns have been raised again most recently at the LERC level by OPSEU.</p>	Management to work with the Union to prepare the CERC referral.

	<p>The Union indicated it would like to proceed with a CERC referral.</p> <p>Management responded that the standardized approach to office space is being implemented across the OPS. Due to the broader OPS policy regarding standardized office space, local management is limited in the ability to address concerns.</p> <p>Management confirmed that they are supportive of the Union proceeding with a CERC referral.</p> <p>The parties discussed examples of alternative and flexible work arrangements and management affirmed that the ministry supports these arrangements based on local business and operational requirements.</p>	
<p>3.5 HWIN Update</p>	<p>Union has requested an update on the HWIN Request for Information. (HWIN RFI).</p> <p>The Union requested for future presentations that materials be available in advance for comments or key personnel be available to respond to questions:</p> <p>Management confirmed that this is still in the exploration phase and once a decision has been made, a disclosure will be sent to the bargaining agents.</p>	

4. Health and Safety		
4.1 H&S Sub-Working Groups	Management informed that Union that they have received a significant response for volunteers for the Sub-Working Groups and are expecting a tentative launch date in July.	Manager, Organizational Dynamics will be invited to provide an update at the next MERC meeting.
4.2 Visual Identity	<p>New Item</p> <p>The Union requested that the visual identify clothing purchased by the Ministry be redesigned when the Ministry is replenishing stock, as there are concerns about the lack of a professional look.</p> <p>Management agreed to consider this request.</p>	


 Union Co-Chair


 Management Co-Chair

