

MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC) MEETING

September 12, 2017

OPSEU Office - 31 Wellesley Street E, Toronto

In Attendance

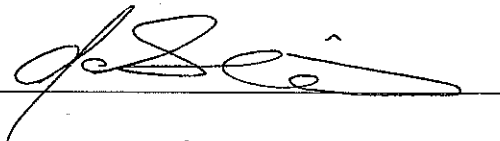
For the Union	For the Employer	Guests	Regrets
John Shirk, Co-Chair, OPSEU Rob Cox, Vice Co-Chair, OPSEU Paul Opper, OPSEU	Michael Villani, Co-Chair, TBS Liz MacKenzie, TBS Vanessa Dunlop, TBS Antoinette Karner, TBS		Roxanne Barnes, OPSEU

Agenda Item	Background / Discussion	Action
Transformation / Vacancy / New Position Listings	<p>The union inquired about transformation initiatives throughout the Ministry such as the upcoming re-organization in Cyber Security Operations Branch and 'TBS Transforms' and discussed the importance of early disclosure to the union to promote positive labour relations.</p> <p>The parties discussed open versus restricted job ads on OPS careers and the union requested that the Employer consider using underfill and training opportunities for current employees before posting open competitions. The Employer acknowledged the request and responded that management selects the posting status based on varying circumstances such as the availability of certain skill sets, the desire for larger candidate pools etc.</p> <p>The union requested that the Employer consider posting TBS positions in 'any TBS work location' where possible. The Employer responded that work locations are considered on a case-by-case basis for each job posting.</p>	The union requested a list of the "major work locations" for Infrastructure Technology Services (ITS).

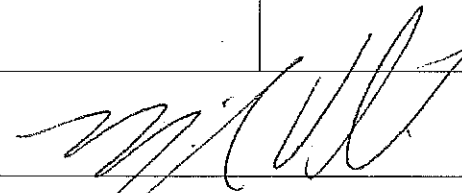
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Employment Transition – Status of Members	The union reviewed the list of members on the surplus list and was satisfied with the update.	
Office 365	<p>The union inquired if Office 365 is linked to TBS Transforms. The Employer responded that Office 365 is an enabler of transformation and not the driver of TBS Transforms.</p> <p>The union discussed security concerns with the implementation of Office 365 and inquired how the government will protect public data/information. The Employer acknowledged their concerns and responded that the Employer has conducted their due diligence ensuring the platform is secure based on industry standards.</p>	
Enterprise Service Management (eSM)	<p>The union inquired if there are any further updates relating to the creation of the eSM Division at this time.</p> <p>The Employer responded that there are no further updates at this time.</p>	
MERC Terms of Reference (TOR)	<p>The union requested clarification about the recording of time spent during caucus days and MERC meetings.</p> <p>The Employer will look into it and provide an update at the next meeting.</p>	Employer to provide information at next meeting.
Respectful Workplace Program	<p>The union requested that the Employer provide them with a copy of the de-escalation tools including knowledge records, documents and procedures provided to Service Desk, Service Order Management and Desktop Services/Field Services staff to deal with difficult clients.</p> <p>Management responded that staff have access to the Respectful Workplace Policy and will look into the request.</p> <p>The union requested information on the procedure for client escalations in relation</p>	Employer to provide update at next meeting.

Agenda Item	Background / Discussion	Action
	<p>to situations of inappropriate escalations.</p> <p>Management will inquire about the process to handle escalation situations.</p>	
<p>Attendance Support Management Program (ASMP)</p>	<p>The union requested the number of OPSEU members in level 3 and 4 of the ASMP program.</p> <p>The union requested that the Employer notify employees who are triggered in the ASMP program to be notified through the Workforce Information Network (WIN).</p> <p>The Employer requested that this request be reviewed once the new attendance policy has been implemented.</p>	
<p>Joint Health and Safety Committees (JHSC)</p>	<p>The Employer and the union are exploring opportunities to set up JHSC/Health and Safety Representative (HSR) in all TBS locations.</p>	
<p>TBS Local Employee Relations Committee (LERC)</p>	<p>The parties will continue to discuss the need for LERC's at future meetings.</p>	
<p>Employee Engagement / Inclusion / Accessibility / Diversity</p>	<p>No issues raised at this time.</p>	
<p>Program Review, Renewal and Transformation (PRRT) Plans</p>	<p>The union inquired about any upcoming transformation initiatives related to PRRT.</p>	

Union Co-Chair:



Management Co-Chair:



Date:

Sept 20 / 2017

Date:

Sept. 19 / 2017