

MGCS MERC Minutes

Time: 10:30 a.m. to 3:00 p.m.

Date: December 19, 2017

Location: 777 Bay Street, 2nd Floor, Toronto ON

Meeting Chair

Employer

Management Members in Attendance

Louise Larocque (Co-Chair), Diane MacNeill, Denis Blais, Ray Maday, Rob Gagne

Management Resources

Andrea Hatzis, Brenley Jorgensen, Joanna Stanko

OPSEU Members in Attendance

Debbie Ponte (Co-Chair) (morning), Roxanne Barnes, Spencer Mitchell, Stacy Grieve

Regrets

N/A

Presenters

Kelly Hitchman-Powers, Probation Manager, Youth Justice Services, MCYS and Glenna Caldwell, MCYS

Minutes

Joanna Stanko

Standing Items

Item 1: Administrative Items

The parties reviewed the September minutes. The parties agreed that going forward the minutes will contain more details.

Action: The Union to review and provide changes to the Employer.

Draft MERC Terms of Reference: Employer distributed revised TOR to MERC members prior to the meeting. Parties discussed the outstanding items and came to an agreement.

Action: Employer to make agreed to changes and share the final TOR version before the next meeting.

2018 MERC Meeting Dates: Dates are March 20, June 19, September 25, December 18. The new time is from 9 am to 3:30 pm. Parties agreed that presentations will be held towards the end of the day when feasible.

Action: Employer to book 2018 meeting rooms and to send out meeting invitations.

Item 2: Attendance Support and Management Program (ASMP)

The Union requested more detailed ASMP statistics for employees who are in level 3 and 4.

Action: Employer to follow up and provide information in the first quarter of 2018.

Item 3: Reports (Surplus, Vacancy, Seniority Lists, Fixed-Term, Disclosure Log)

The Employer shared all reports with the Union. No questions were raised by the Union.

Action: Employer to provide seasonal seniority list in March 2018.

Item 4: TEI Statistics

The Employer shared divisional-level statistics of TEI applications received from January to December 2017. There are 16 applications in total, with 6 new applications in CCD (3), EBSD (1), EFSSD (1) and PBSB (1). No applications have been approved in 2017. No questions were raised by the Union.

Action: No action.

Item 5: Ministry Updates and Announcements

OSS Blueprint: There are no updates further to the information share that was sent to OPSEU on November 23, 2017 and on December 18 regarding a progress report as well as an update on the intake and onboarding project.

Business Review/Pilots Modernization: ONBIS Project: no staffing impacts are known at this time. The Employer is working with the Project Lead to gather information and provide updates as they become available.

Action: Employer to follow up to confirm if a consultant was hired for ONBIS.

Staffing announcements: The Employer provided an overview of Ministry Executive changes that have been announced in the Ministry since the last MERC meeting.

Future executive announcements and the current org chart can be found on the ministry intranet. For the announcements, please follow the path: Government and Consumer Services > Category > Corporate Memos

Other updates: EFAP Update: Employer shared information about the latest *Balance* issue, the employee and family assistance program newsletter, provided on a monthly basis by Morneau Shepell. The December issue (accessed via the OPS Wellness Portal) provides timely information about the upcoming holiday season – including a feature about loneliness and the holidays and tips on how to have a stress-free holiday season.

Action: No action.

Item 6: MERC and LERC Training

Training completed by both parties on November 21, 2017.

Action: No action.

Item 7: MGCS Training and Development

Health and Productivity Program presentation took place.

Action: Safe Space presentation to take place at the next meeting in March 2018.

Item 8: Joint Health and Safety Committees (JHSCs)

OPSEU provided the name of the worker representative on the JHSC at 777 Bay Street (Tower).

Action: OPSEU to provide names of representatives for other locations.

Item 9: Recruitment and Retention

Action: No action.

Item 10: LERC Referrals

OPSEU provided the names of the employee reps for the London Retail Office. OPSEU also requested that a LERC be established in the Thunder Bay LRO (Red River Road location).

The Employer suggested that the parties consider establishing a LERC at the Thunder Bay location that includes all MGCS employees at that location.

Action: Employer to follow up with management at the London Retail Office and Thunder Bay LRO (Red River Road location). The Union to consider the Employer's suggestion for Thunder Bay.

Item 11: Queen's Park Reconstruction Project

Corporate and ministry information shares were provided on December 4, 2017. It was confirmed that three ministries within the Macdonald Block complex, including MGCS, will relocate early to 315 Front Street West. The moves are anticipated to start mid-2018.

Action: Employer to provide updates as they become available.

New Items

Item 12: Driver's Licence and Health Card Renewal Projects

No updates at this time. OPSEU raised a question about staff impacts. The Employer confirmed no known impacts at this time.

Action: Employer to provide updates as they become available.

Item 13: Cross-Divisional Working Groups

OPSEU requested further information on cross-divisional committees that the members may be part of. The Employer clarified the definition of a committee as related to a business modernization initiative.

Action: The parties to share pertinent information as committees are established.

Item 14: Privacy, Security, Access Statement and Guide

OPSEU requested more information about the attestation that all Customer Care Division (ServiceOntario) employees sign as an annual refresher with respect to their obligations to safeguard the privacy of client information. The Employer responded to the Union's questions and concerns.

Action: No action.

Item 15: Coaching

The Union expressed concerns about the application of coaching.

Action: Employer to look into this further.

Item 16: Thunder Bay LRO 6 pm Shift

Discussion took place to clarify the issue.

Action: Employer to review scheduling practice and report back.

Item 17: Process Change for Vari-Desk

The Union advised this is a LERC referral item dealing with an accommodation request. Discussion took place on the process for requesting a vari-desk.

Action: Employer to look into this and report back.

Item 18: Competition Reach-Backs

The OPSEU Co-Chair requested to be copied on all competition reach-back emails. The parties confirmed the process set out in the collective agreement.

Action: The Employer to look into the request further with HRSDD.

Approvals

Union Co-Chair:

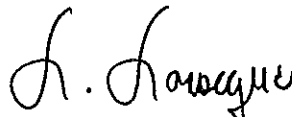


Debbie Pointe

Date:

12/19/17

Management Co-Chair:



Louise Larocque

Date:

2017.12.19