

**MTO Ministry Employee Relations Committee (MERC)
Meeting Minutes**

Thursday, April 26, 2018 | 9:30-12:30
301 St Paul St., St. Catharines

In Attendance

For the Union	For the Employer	Guests	Regrets
W. Larose (Co-chair) S. Martin S. Iovacchini S. Hardie T. Elphick (for C. Abrie-Forsyth)	K. Baldassarra * (Co-Chair for S. Tapp) K. Bentley K. Byrnes R. Wubbs (for K. Baldassarra) S. Pietrangelo	J. Hudebine S. Prince	S. Tapp

#	Date Tabled	Agenda Item	Standing Items	Referred to	Action
1	97-01-02	Disclosures	The Ministry provided an updated disclosure list for this meeting.	Employer	Remain on agenda.

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2	04-03-01	Road User Safety (RUS) Modernization	<p>The Ministry provided an update on the overall RUSMOD initiative.</p> <p>The Ministry is working towards creating a modernization intranet site with information regarding the RUSMOD initiatives.</p>	Employer	The Ministry will continue to provide updates as they become available.
3	07-10-02	Employee Experience Survey	<p>The 2018 Employee Experience Survey opened on April 18 and will close on May 2.</p> <p>Results are expected to be available in late summer.</p>	Employer	The Ministry will continue to provide updates as they become available.
4	07-12-01	Provincial Highway Management Update	The Ministry provided an update of PHM initiatives including updates on the implementation of MTO's action plan in response to last year's Auditor General's Report.	Employer	The Ministry will continue to provide updates as they become available.
5	13-04-01	Transition Exit Initiative (TEI)	The Ministry provided an update on the number of Ministry TEI applications and approvals.	Employer	Remain on the agenda.

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6	13-04-01	Fixed Term / Seasonal / Students Lists	The Ministry provided updated Fixed Term, Seasonal and Students lists to OPSEU. OPSEU raised a few questions regarding the Fixed Term list.	Employer/Union	The Ministry will follow-up on OPSEU's questions.
7	13-07-01	LERC List	The parties will exchange updates to the LERC list after the meeting.	Employer/Union	Remain on the agenda.

#	Date Tabled	Agenda Item	Business Arising	Referred to	Action
8	13-12-05	TEO Memorandum of Settlement	The parties agree to schedule a meeting to discuss this matter further and report back by the next meeting.	Employer/Union	The parties to meet and report back.
9	12-10-16	ASMP	The Ministry provided an update on the statistics of the former ASMP. OPSEU requested the Ministry review the circumstances for any employee who continues to be in ASMP and consider removing them from the program.	Employer/Union	Ministry will review OPSEU's request and provide a response next meeting.

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#	Date Tabled	Agenda Item	Business Arising	Referred to	Action
10	01-18-17	Digital Government	The Ministry does not have any updates at this time.	Employer	The Ministry will continue to provide updates as they become available.
11	01-18-17	Smart Station Pilot	The Ministry is currently in approvals for the preclearance contract.	Employer	The Ministry will provide updates as they become available.
12	07-13-17	Reclassification in Geomatics	The parties continue to have discussions regarding this item.	Employer	Remain on agenda.
13	10-19-17	TEO Performance Targets	The Ministry provided an update on performance measures and considerations.	Employer	OPSEU to review this matter further and inform the Ministry of any further questions or concerns.
14	02-08-18	Fair Workplaces Better Jobs Act	On January 3, 2018 there was an OPS Weekly communication to all OPS employees regarding changes to entitlements as a result of the Fair Workplaces Better Jobs Act including entitlement to ESA Paid Emergency Leave 2	Employer/Union	The Ministry will provide an update at the next scheduled meeting.

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			<p>days paid leave followed by 8 unpaid leave days (maximum 10 days). <u>Employment Standards Act (ESA) – Changes to Benefits and Compensation Entitlements for OPS Employees.</u></p> <p>The Union has been advised that the PEL days are in addition to other leave credits in the Collective Agreement.</p> <p>The Ministry is seeking direction on this topic and will report-back at the next meeting.</p>		
15	02-08-18	MERC Terms of Reference	The parties continue to work towards updating the MTO MERC Terms of Reference.	Employer/Union	Remain on agenda.

#	Date Tabled	Agenda Item	New Business	Referred to	Action
16	04-26-18	Gender Inclusive Language	OPSEU asked about the Ministry's plans regarding the adoption of gender inclusive language.	Employer	The Ministry will follow-up prior to the next meeting.
17	04-26-18	Ottawa Area		Employer	OPSEU to review the

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		Highway Maintenance	<p>OPSEU raised concerns that contractor employees are working or conducting work done by OPSEU represented positions.</p> <p>MTO confirmed that all individuals in the identified areas conducting OPSEU represented work are in OPSEU represented positions.</p>		information provided by management and inform the Ministry of any additional questions or concerns.
18	04-26-18	Indigenous Internship Pilot Program	<p>The Ministry provided a presentation on the new Indigenous Internship Pilot Program in Provincial Highways Management Division.</p> <p>OPSEU raised a number of questions and suggestions regarding the program.</p>	Employer/Union	The Ministry will review OPSEU's feedback and respond to any questions by the next meeting.
19	04-26-18	COI Requirements	<p>OPSEU asked for clarification regarding conflict of interest requirements including if seasonal staff would like to work for highway contractors during hiatus period.</p>	Employer	Ministry to review and respond by the next meeting.
Next Meeting: July 19, 2017					

For the Union: *W. Anax*
Date: *May 16, 2018*

For the Employer: *Janet Baldassari for Kelly Taylor*
Date: *May 22, 2018*