

MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC) MEETING

March 28, 2018

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 Joanne Villeneuve, OPSEU Roxanne Barnes, OPSEU	Michael Villani, Co-Chair, TBS Flolet Loney-Burnett, TBS Michael Amato, TBS Vanessa Dunlop, TBS Monika Nandy, TBS Melissa Vaz, TBS	Glenna Caldwell, MCYS Lesley Lalonde, MYCS	

Agenda Item	Background / Discussion	Action
Transformation / Vacancy / New Position Listings	Union requested the status of conversion for 2 fixed-term members. Union expressed concern for declining OPSEU membership and jurisdictional disputes for new positions being posted. The employer acknowledged the concerns and discussed the job evaluation process for new job descriptions.	Management will look into it and provide an update on the status of the members.
Office 365	Union requested an update on the previous privacy and data security discussion in relation to the scheduling staff based in the US and the request to review the Privacy Impact Assessment and Threat Risk Assessment (TRA) for Office 365. Management is confident in the approach being taken to ensure OPS data is transmitted in line with security requirements.	

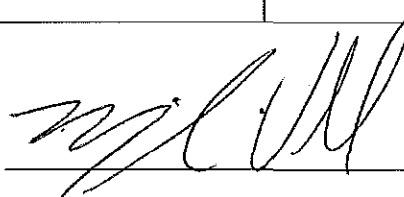
Agenda Item	Background / Discussion	Action
Enterprise Service Management	Union discussed the benefits of employees having increased communication and face-time with management.	Management will look to facilitate increased interaction between managers and staff.
Respectful Workplace Policy	<p>Union reviewed the escalation requests/dealing with difficult client policies and procedures and suggested the materials are updated to reflect new technologies such as chat functions.</p> <p>Management acknowledged the suggestions and will look into refreshing the materials.</p> <p>Union asked for an update on the request to include a reminder (within Integrated Voice Response) about the Respectful Workplace Policy on every service desk call.</p> <p>Management will look into the request further and provide an update at the next meeting.</p>	
Attendance Programs	Union inquired about the number of TBS OPSEU employees who still remain in the Attendance Management Support Program (ASMP) and what the Employer is doing to assist employees in moving out of the program.	Management will provide an update on the number of TBS OPSEU employees still in the ASMP program before the next meeting.
Health and Productivity Program – Guest Speaker	Glenna Caldwell and Lesley Lalonde from MCYS presented information on the Health and Productivity program in MYCS – a program which aims to effectively and fairly manage the early and safe return to work and workplace accommodation for all ill, injured or disabled employees.	

Agenda Item	Background / Discussion	Action
Joint Health and Safety Committees (JHSC)	The Employer has posted a communication in the TBS Insider to obtain volunteers for JHSCs.	
TBS Local Employee Relations Committee (LERC)	The parties are still looking for volunteers and will discuss strategies in creating LERCs.	
Employee Engagement / Inclusion / Accessibility / Diversity	The parties discussed ways to encourage staff to attend sessions such as ITS Informed.	
Program Review, Renewal and Transformation (PRRT) Plans	Union inquired about any new PRRT updates. Management responded there are no updates to share at this time.	
Learning and Development Opportunities	Management discussed job shadowing programs within CAC and the development of one within ITS.	
Classification Levels	Union requested to see an ITS organizational chart that shows the classification level of all employees and discussed the new equal pay for equal work legislation. The parties agreed to have further discussions about the issue at future meetings.	
Re-classification Grievance	Union asked for an update on a recent reclassification grievance. Management provided an update on the progress.	

Agenda Item	Background / Discussion	Action
Alternative Work Arrangements	<p>Union discussed member requests for telework and compressed work week (CWW) and requested that management share rationales where requests are denied on operational needs.</p> <p>Management discussed that all AWA requests are considered on a case-by-case basis.</p> <p>Management will discuss teleworking opportunities within ITS where they do not currently exist.</p>	
Job Postings	<p>Union discussed concerns with geographically specific job posting and requested that the Employer consider opening up ITS job postings to be more inclusive of all locations.</p> <p>Management committed to reviewing the locations of job postings and discussing the possibility of including additional locations where feasible.</p>	

Union Co-Chair: 

Date: Mar 9th / 2018

Management Co-Chair: 

Date: Apr 30, 2018