

MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC) MEETING
June 15, 2017
222 Jarvis Street, 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 Roxanne Barnes, OPSEU	Michael Villani, Co-Chair, TBS Liz MacKenzie, TBS Vanessa Dunlop, TBS Antoinette Karner, TBS		

Agenda Item	Background / Discussion	Action
Transformation / Vacancy / New Position Listings	Management discussed an upcoming re-organization within the Cyber Security Operations Branch.	
Employment Transition – Status of Members	The union discussed the process of recall rights of members who have exited the organization as a result of surplus or displacement activities and requested that management participate in the process of helping members find a new position in the organization. Management responded that the employer participates in the recall rights process as is laid out in the collective agreement.	
Fee for Service (FFS) Positions – Consultants and FFS to FTE	The union discussed the negative impacts in relation to the number of consultants used in the IT organization in the event that there are potential job impacts as a result of upcoming initiatives such as Office 365 and eSM.	

Agenda Item	Background / Discussion	Action
	<p>Management discussed the importance of employees having on-going learning and development discussions with their managers if they are interested in moving into different roles such a project managers etc.</p> <p>The union requested an update on the recruitment status of the ninety-six (96) FFS to FTE conversion initiative.</p> <p>The employer confirmed that for TBS three (3) positions were converted and recruitment was completed.</p>	
Office 365	<p>The union requested that the employer share timely disclosures on the status of this initiative moving forward where possible, in order to minimize any potential staff impacts as a result of the implementation of Office 365.</p> <p>Management discussed the positive outcomes of Office 365 including enhancing the end-user experience and improving/increasing collaboration and agreed that the Employer is committed to sharing regular updates regarding the implementation process.</p>	
Enterprise Service Management (eSM)	<p>The union inquired about the future state structure of the eSM organization and the potential for staff impacts as a result of reporting relationship changes.</p> <p>Management discussed the rationale for the new end-state structure and reporting relationship changes.</p>	
Security Screening Checks	No updates at this time.	

Agenda Item	Background / Discussion	Action
MERC Terms of Reference (TOR)	The parties agreed to use the TOR template in the collective agreement with one addition related to time off for caucus days.	
Unfilled Vacancies / Location Changes	No updates at this time.	
Telework – Selection Process	No updates at this time.	
Respectful Workplace Program	<p>The union raised concerns about their members' reluctance to file grievances or report incidents of harassment to the WDHP office and suggested that the employer send out resources to employees who work at the Service Desk clarifying the processes available for handling these situations.</p> <p>The parties discussed situations related to difficult customers including staffing levels, processes, culture of customer service, etc.</p> <p>Management discussed the de-escalation tools that are currently in place to handle these types of situations and potential ways to share reminders with staff about the tools available.</p>	
Attendance Support Management Program (ASMP)	No updates at this time.	
Joint Health and Safety Committees (JHSC)	The Employer provided an update that there will be a call out for JHSC and Health and Safety Representatives worker volunteers.	

Union Co-Chair: ___Original signed by_____

Management Co-Chair: ___Original signed by_____

Date: _____

Date: _____