

MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC) MEETING
September 27, 2018
33 Wellesley Street, Toronto

In Attendance

For the Union	For the Employer	Guests	Regrets
John Shirk, Co-Chair, OPSEU Paul Opper, OPSEU Joanne Villeneuve, OPSEU Cindy Forsyth, OPSEU	Michael Villani, Co-Chair, TBS Flolet Loney-Burnett, TBS Lisa Ventrella, TBS Melissa Vaz, TBS	Jonathan Riddell, TBS Elizabeth Waite Buchanan, MGCS	Rob Cox, Vice Co-Chair, OPSEU Michael Amato, TBS

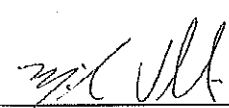
Agenda Item	Background / Discussion	Action
Organizational Changes and TBS MERC	OPSEU inquired about a list of the positions that have been deemed essential as a part of the recent hiring restrictions. OPSEU inquired about an expected date that the hiring freeze would be lifted. OPSEU requested a formal disclosure from TBS regarding the transition to MGCS.	Management will look into the request to see if it is possible to provide a list. Management is not currently aware of an expected date for lifting the hiring freeze. Management indicated that an information share will be provided once formal disentanglement is completed.

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Transformation / Vacancy / New Position Listings	OPSEU inquired about the status of the TBS Transformation Office and the activities they are currently leading.	Management provided an update on the current transformation activities underway (i.e. Big Bold Ideas).
Office 365	<p>OPSEU provided an update on the increased workloads for staff resulting from the implementation and rollout of Office 365.</p> <p>Management provided an update on the current status of the rollout of Office 365</p> <p>Management asked if both parties can collaborate on ways to improve workload issues.</p>	Management to look into the issues raised by OPSEU
Enterprise Service Management	Management provided an update of the interim realignment of eSM under ITS and that they will now be a part of the communication updates	
Respectful Workplace Policy	Management and OPSEU to continue to collaborate on de-escalation tools for staff to use within the service desk to deal with irate clients	
Attendance Programs	<p>The employer confirmed that there are no TBS OPSEU employees remaining in the ASMP program</p> <p>OPSEU inquired if there are any TBS OPSEU employee enrolled in the new EASP</p>	Management to look to see if there are statistics of staff enrollment in the new EASP

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Health and Productivity Program	OPSEU and Management discussed the HPP and will continue to look at ways to integrate into existing programs.	
Joint Health and Safety Committees (JHSC)	<p>OPSEU requested information on which work locations currently have a JHSC.</p> <p>OPSEU requested information on what the status of the JHSC at the 33 King St. West location in Oshawa.</p> <p>Management is looking at the JHSC status now in preparation of the transition.</p> <p>OPSEU and Management discussed staff safety outside their work locations.</p>	
TBS Local Employee Relations Committee (LERC)	OPSEU asked that Management help provide representation at LERCs where management participation is needed	
Employee Engagement / Inclusion / Accessibility / Diversity	<p>OPSEU and Management discussed current Employee Engagement initiatives and how they are impacted by the current travel and financial restrictions.</p> <p>Management indicated that they will continue to explore alternate delivery methods to help staff participate in activities while there are travel and financial restrictions.</p>	
Program Review, Renewal and Transformation (PRRT) Plans	Management provided an update on the current status of the governments line-by-line review.	

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Learning and Development Opportunities	Both parties discussed the learning and development programs that are currently in place within ITS.	Management to present the Skills in Motion program at a future MERC meeting
Classification Levels	OPSEU and Management discussed consistency of classification levels within the organization.	
Alternative Work Arrangements	OPSEU requested that an OPSEU representative sign's all Alternate Work Arrangement agreements:	OPSEU will provide Management with a list of OPSEU representatives that can sign Alternate Work Arrangement agreements
Job Postings	Management updated the Job Postings list to include the additional locations OPSEU requested	

Union Co-Chair: 

Management Co-Chair: 

Date: OCT 16 / 2018

Date: October 10, 2018