

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

Thursday February 7, 2019 | 1:00 – 4:00
Teleconference

In Attendance

For the Union	For the Employer	Guests	Regrets
S. Iovacchini (Co-chair) S. Hardie C. Santangelo C. Abric-Forsyth	R. Aujla (Co-chair) K. Byrnes J. Naik S. Pietrangelo P. Lecoarer (for K. Bentley)	J. Hudebine S. Prince K. Sinnapan	Will Larose

#	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	The Ministry will continue to provide updates as they become available.

#	Date Tabled	Agenda Item	Standing Items	Referred to	Action
2	04-03-01	Road User Safety (RUS) Modernization	The Ministry provided an update on the overall RUSMOD initiative.	Employer	The Ministry will continue to provide updates as they become available.
3	07-10-02	Employee Experience Survey	In November 2018, Managers with program areas of larger than 10 employees met with staff to discuss the Employee Engagement results. The 2019 survey timelines have not yet been announced.	Employer	The Ministry will continue to provide updates as they become available.
4	07-12-01	Provincial Highway Management Update	The Ottawa area maintenance contract has been awarded to Ferrovial Services Canada Ltd. As stated in the Nov 17, 2017 disclosure, the Employer is of the view that once the new contract commences, successor rights will apply. Carleton Place maintenance contract will continue to operate as Ministry directed maintenance contract, until further notice.	Employer	The Ministry will continue to provide updates as they become available.

#	Date Tabled	Agenda Item	Standing Items	Referred to	Action
5	13-04-01	Transition Exit Initiative (TEI)	<p>The Ministry provided an update on the number of Ministry TEI applications and approvals.</p> <p>OPSEU asked whether FTEs will be eliminated if TEIs are approved.</p>	Employer	<p>Remain on the agenda.</p> <p>The Ministry will continue to provide updates as they become available.</p>
6	13-04-01	Fixed Term / Seasonal / Students Lists	<p>The Ministry provided updated Fixed Term, Seasonal and Students lists to OPSEU.</p> <p>OPSEU requested that original hire date be included in fixed-term seniority lists.</p> <p>The Ministry followed up on OPSEUs previous questions with regards to Marine and Traffic Operation Centres.</p>	Employer/Union	<p>The Ministry will follow-up on OPSEUs request.</p>
7	13-07-01	LERC List	<p>No updates.</p>	Employer/Union	<p>Remain on the agenda.</p>

#	Date Tabled	Agenda Item	Business Arising	Referred to	Action
8	17-01-18	Digital Government	The Ministry continues to ensure that Digital Government is taken into consideration as part of program development. There currently are no known impacts to MTO staff.	Employer	The Ministry will continue to provide updates as they become available.
9	17-01-18	Smart Station Pilot (Ontario Truck Inspection Automation Project [OTAP])	The Ministry has begun implementation of OTAP technologies with various go-live dates throughout Winter/Spring 2019. A number of technologies are being tested at different locations. All officers have been trained for pre-clearance technology. There will be additional training to align with implementation. Staff can share feedback on the new pilot with their manager if needed.	Employer	The Ministry will provide updates as they become available.
10	17-10-19	TEO Performance Targets	The Ministry provided an outline of how the annual performance target is calculated for review following the last meeting. OPSEU raised considerations for the performance measures calculations.	Employer	The Ministry will report back on metrics, variability and communication approach that will be used for performance targets moving forward.

#	Date Tabled	Agenda Item	Business Arising	Referred to	Action
11	18-02-08	MERC Terms of Reference	The parties agreed to defer the matter until next meeting to provide additional time for consultation.	Employer/Union	Remain on agenda.
12	18-04-26	Indigenous Internship Pilot Program	The Ministry provided a brief update on the status of the pilot.	Employer/Union	The Ministry will continue to provide updates regarding the status of the pilot.
13	18-07-19	Hiring Freeze Surplus Notice	<p>The Ministry has confirmed there is no change to current hiring practices of essential frontline positions. Ministries continue to hire for positions that they deem as essential frontline positions.</p> <p>Essential Services: Provide services to the general public and/or protect the lives, safety or health of Ontarians.</p> <p>OPSEU asked how many regular, full-time postings there have been lately.</p>	Employer	The Ministry to report back on the number of regular, full-time OPSEU positions that have been posted lately.
14	18-10-11	Telematics	OPSEU requested clarification as to whether there is a policy regarding telematics data.	Employer	The Ministry will follow up on whether there is a policy on telematics.

#	Date Tabled	Agenda Item	Business Arising	Referred to	Action
			<p>OPSEU requested clarification regarding accuracy of telematics data in fleet vehicles.</p> <p>OPSEU has requested clarification as to whether telematics will be used for disciplinary purposes.</p>		The Ministry will follow up regarding the data provided to the Ministry of Labour.
15	18-10-11	Ministry Mandate Letter	No updates at this time.	Employer	Remove from agenda.
16	18-10-11	Single Incumbent Positions, Succession Planning and Staffing	<p>RUS has met with Managers across the Division and has developed an approach to hiring to ensure consistency.</p> <p>The Division is also developing programs for staff that include job-shadowing and mentorship.</p> <p>RUS is planning a workshop in the Spring to review succession needs and supports.</p>	Employer	Remove from agenda.
17	18-10-11	Commercial Vehicle Emissions	The Ministry and MECP are having ongoing discussions at this point in time regarding commercial vehicle emissions. No decisions have been made.	Employer	Ministry to continue to provide updates as they become available.

#	Date Tabled	Agenda Item	New Items	Referred to	Action
18	19-02-07	TTC	<p>OPSEU requested clarification regarding upload of TTC to the Government of Ontario.</p> <p>It is the understanding of the Ministry that the government is in the process of developing legislation to provide for the uploading of TTC subway to the Government of Ontario.</p>	Employer	The Ministry to provide updates as they become available.
19	19-02-07	Wolfe Island	<p>OPSEU requested an update regarding the Wolfe Island ferry.</p>	Employer	<p>OPSEU to provide communication being referenced.</p> <p>The Ministry will follow-up once it has received the communication from OPSEU.</p>
Next Meeting: TBD					

For the Union: [Original signed by Sean Iovacchini]

Date: March 7, 2019

For the Employer: [Original signed by Ramneet Aujla]

Date: March 8, 2019