

**Ministry of the Environment, Conservation and Parks
 Ministry Employee Relations Committee (MERC)
 Ministry Health and Safety Committee (OPSEU)**

Wednesday, May 15, 2019

1:00 – 4:00 p.m.

6th Floor Executive Boardroom, 40 St. Clair Avenue West, Toronto ON

Teleconference: 416-212-8013 or 1-866-633-1033 PC 3227427#

In Attendance

For the Union	For the Employer	Guests	Regrets
Shawn Burr (Co-Chair) Angelune DesLauriers Julius Arscott Roxanne Barnes	Jacques LeGris (Co-Chair) * Frank Miklas Scott McCharles Bridget Schulte-Hostedde Teresa Polito Nicholas Sapp (Advisor) Madiha Syed (Support) Katherine Hill (note-taker)	Melissa Thompson Karen Panetta Michele Ratsch	Rodger Noakes Chris Johnston

Date Tabled	Standing Items	Referred to	Action
May 15, 2019	1 Review Previous Minutes 'Live' minutes of the MERC meeting held on February 7, 2019 have been signed and posted on the Intranet site.		

Date Tabled	Standing Items	Referred to	Action
May 15, 2019	<p>2.1 Fixed Term Usage Report</p> <p>Management provided the fixed-term usage report on April 16, 2019. The report includes Ontario Parks and will identify seasonal staff.</p>	Management	
May 15, 2019	<p>2.2 Training</p> <p>Manager, Divisional Training Section provided an update on the divisional training needs survey. Priority training for the divisions has been confirmed and spoke about expanding the training for DWECD staff.</p>		
May 15, 2019	<p>2.3 Status Update on HWIN</p> <p>No updates to provide.</p>		
May 15, 2019	<p>2.4 Employee Engagement</p> <p>The ministry lead for employee experience, Organizational Dynamics Unit provided an update on the employee engagement and reported that all branches with more than 10 respondents created action plans to address results with most consulting staff for input and the plans are being implemented.</p> <p>The five overarching 2018 improvement areas are: Organizational communication</p>		

Date Tabled	Standing Items	Referred to	Action
	<p>Leadership practices Performance barriers Career advancement Recognition</p>		
<p>May 15, 2019</p>	<p>2.5 Standard Operating Procedures (SOP) for Undesignated Staff</p> <p>DWECD management is planning to communicate the PO Designation Policy broadly within the division within the next few weeks.</p> <p>The policy has been shared with divisional directors.</p>	<p>Management</p>	
<p>May 15, 2019</p>	<p>2.6 Short Form Wording</p> <p>Management responded that the program area and legal services are looking into it.</p> <p>The union is interested in discussing other enforcement tools, such as administrative monetary penalties (AMPs).</p> <p>Parties agree to remove short form wording from the standing items.</p>		
<p>May 15, 2019</p>	<p>2.7 LERC/RERC</p> <p>The employer and union are working on organizing training sessions for June in Toronto.</p>		

Date Tabled	Standing Items	Referred to	Action
	The ERCs should send a request for training to the ERC Training email account at erctraining@ontario.ca .		
May 15, 2019	<p>2.8 EBR Postings (PTTW)</p> <p>Union will provide their list of concerns relating to eECAS so that management can follow up with the program area for an update to the Q3 OMERC meeting.</p>	Union	
May 15, 2019	<p>2.9 Seniority List</p> <p>The ministry will provide the seniority list as soon as it is available from WIN.</p>	Management	

Date Tabled	New Business	Referred to	Action
May 15, 2019	<p>3.1 Meet and Greet with ADM, DWECD</p> <p>ADM spoke about the importance of engagement, recognition and transparency in the work of the division and the Ministry.</p> <p>Also spoke about her support of flexible work arrangements as facilitated by technology.</p>		
May 15, 2019	<p>3.2 Spills Action Centre Incident Management SOP</p>		

Date Tabled	New Business	Referred to	Action
	<p>Management forwarded to the spills action centre management team the comments provided by OPSEU in January 2019. OPSEU continues to have concerns that the SOP may not be sufficiently resilient to adequately mitigate the risks from a spill to the natural environment.</p> <p>The union requests for the program area to provide an update at the Q3 meeting, or before.</p>	Management	Will follow up with the program area.
May 15, 2019	<p>3.3 Environment Plan and Litter and Waste Reduction</p> <p>Management advised that these are public policy documents for ministerial consideration and ERC tables are not the proper forum to engage in public policy setting.</p> <p>Management has shared the comments provided by the OPSEU OMERC team members to the lead directors for consideration as part of the public consultation process.</p>		

Date Tabled	Health and Safety	Referred to	Action
May 15, 2019	<p>4.1 Health and Safety Sub-Working Groups</p> <p>Manager, Organizational Dynamics Unit and the ministry lead for health and safety provided an update on the MECP health and safety</p>		

Date Tabled	Health and Safety	Referred to	Action
	governance model, including new representation from Ontario Parks.		
May 15, 2019	4.2 Health and Safety Framework for Ontario Parks Ontario Parks is continuing to deliver health and safety training to parks employees, students and seasonal, and a harmonization of health and safety practices based on risk assessment.		

Date Tabled	Sign-Off of Live Minutes	Referred to	Action
May 15, 2019	5. Sign-off of Live Minutes		

For the Union: Shawn Burr



Date: May 15, 2019

For the Employer: Jacques LeGris



Date: May 15, 2019

