

# MGCS MERC Minutes

Time: 10:00 a.m. to 3:00 p.m.

Date: June 11, 2019

Location: 2<sup>nd</sup> Floor, 777 Bay Street, Toronto, Ontario

## **Meeting Chair**

Employer

## **Management Members in Attendance**

Diane MacNeill (Co-Chair), Rico Medeiros, Karen Baldassarra

## **Management Resources**

Libby Waite Buchanan, Millie Ng, Melissa Malcolm

## **OPSEU Members in Attendance**

Debbie Ponte (Co-Chair), Stacy Grieve, Rob Cox, Glenna Caldwell (OPSEU), Edwardo Dematteo

## **Regrets**

Andrea Hatzis, Spencer Mitchell

## **Guests**

Michael Villani

## **Presenters**

N/A

## **Minutes**

Libby Waite Buchanan

# Standing Items

## Item 1: Administrative Items

Welcome members and guests Glenda and Edwardo

**Action:**

## Item 2: Reports (Surplus, Vacancy, Seniority Lists, Disclosure Log)

The Employer shared all reports with the Union. OPSEU requested reports are to be shared with the Union two weeks prior to MERC meetings.

**Action:** Employer to endeavour provide reports two weeks in advance where possible.

## Item 3: TEI Statistics

The employer provided updated TEI statistics to the union

**Action:** Employer to provide the list of TEI approvals

## Item 4: Government and Consumer Services Updates

New MGCS Deputy Minister Karen Hughes was announced on June 5, 2019 bringing Government and Consumer Services under one Deputy.

OSS Blueprint: No updates

**Action: Employer to follow-up**

Central Procurement Initiative: Work on this initiative is ongoing

**Action: No action**

Financial Processing Operations Branch Pilot: The pilot is ongoing

**Action: Employer to provide an update on the pilot**

ONBIS Update: No updates

**Action: Employer to follow-up**

Common Scheduling Pilot: Meeting will take place on June 26, 2019 between OPSEU and the employer.

**Action:** Report back at the next MERC

Enterprise Digital Service and Integration Division: As of April 30<sup>th</sup>, 2019 EDSID joined the Ontario Digital Service.

**Action:** Employer will Follow-Up

## **Item 5: MERC/LERC Issues**

OPSEU requested the minutes of existing LERCs in MGCS. OPSEU requested a list of ministry locations. OPSEU raised the establishment of Regional Employee Relations Committees (RERCs).

**Action:** Employer will canvas HRAs for existing LERCs and meeting frequency. Employer will endeavour to provide the complete list of ministry locations.

## **Item 6: MGCS Training and Development**

The parties discussed the ICCT. The deadline for all OPS employees to complete the training is April 2022.

The union and employer discussed the MERC terms of reference (appendix 29) as it relates to the training and development mandate.

**Action:** The employer will endeavour to have a more fulsome discussion related to training and development across the ministry.

## **Item 7: Joint Health and Safety Committees (JHSCs)**

Minutes from JHSCs are posted on the [CESHW's website](#)

**Action:** No action

## **Item 8: Recruitment and Retention**

No updates

**Action:** No action

## **Item 9: Queen's Park Reconstruction Project**

Final MGCS QPRP move has been completed.

Parties agree to remove this item from the agenda.

**Action: Remove from agenda**

## **Follow Up Items**

### **Item 10: Operational Process Review Project, Central Services Division**

Work continues on this project, the employer will share information as it becomes available.

**Action: Employer will follow-up**

### **Item 11: LRO Complex Processing Centres**

The employer confirmed that staff who work with complex processing centres have been properly trained.

**Action: Parties agree to remove from the agenda**

### **Item 12: Developmental CSR3 Opportunities**

Developmental CSR3 opportunities in the Contact Centre will be posted.

**Action: Remove from agenda**

### **Item 13: Expenditure Restrictions - Impact on Hiring**

Ministry continues to fill positions based on operational requirements.

**Action: OPSEU continues to monitor**

### **Item 14: Privacy Attestation in Financial Processing Operations Branch**

Item deferred

**Action: Parties to continue to discuss**

## **Item 15: Emergency Management/Health & Safety**

Ministry emergency management lead to attend September 2019 MERC meeting.

**Action: Presentation**

## **Item 16: ITS Sub-Committee Creation**

OPSEU raised the issue of an ITS sub-committee. The employer continues to promote one MGCS MERC table. Further information is required by both parties.

**Action: MERC will be invited to the next ITS information session**

## **Item 17: Multi Year Planning**

OPSEU raised several questions and concerns

**Action: Employer will follow-up**

## **Item 18: ITS Transformation Journey**

The ITS transformation journey is ongoing. The union raised several concerns.

**Action: Item to become a standing agenda item at MERC. The employer to follow-up on the concerns raised at the meeting.**

## **Item 19: Data Center Operations (DCO)**

The parties continued to discuss ongoing concerns raised.

**Action: Item to be moved to a sub item under the new ITS Transformation Journey standing item.**

## **Item 20: Information Sharing with OPSEU**

OPSEU appreciates the effort the employer puts in to sharing information, OPSEU stressed the fact that it's important to have information as soon as where possible.

**Action: The employer will continue its practice of sharing information. Parties agree to remove this item from agenda.**

## **Item 21: ODS Lean Office**

Lean Office to be invited to the September MERC meeting.

**Action: Employer to provide Lean training**

## **Item 22: Security Checks**

The parties continued to discuss

**Action: Presentation on new process**

## **Item 23: Bargaining Unit Integrity**

Union filed a BUI integrity grievance.

**Action: TBD**

## **Item 24: Executive Support**

The parties continued to look at the concerns raised by the union regarding the support to executives

**Action: Employer to follow-up**

## **Item 25: Telework**

**Action: No action.**

## **Item 26: Office 365 Support Queue**

Management is aware of the issues and is looking at ways to mitigate it.

**Action: Employer to looking into concerns raised.**

## **Item 27: Appendix 15**

The parties reviewed the fixed term listing. The union posed questions, the employer will respond.

**Action: Employer to follow-up**

## Item 28: Open for Business

No update

**Action: Employer to update as information becomes available**

## Item 29: Workload

The union raised concerns about workload across the ministry.

**Action: Parties agree to make “workload, change and culture” a sub item under the training and development standing item**

# Approvals

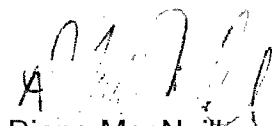
Union Co-Chair:



Debbie Ponte

Date: June 11, 2019

Management Co-Chair:



Diane MacNeill

Date: June 11, 2019