

**Ministry of Health and Long-Term Care
MERC Meeting Minutes
November 7, 2019**

Attendees

Union	Management
F. Wendling (Co-Chair) M. Whyte A. Usher H.Dargavel G. Caldwell (Negotiator)	C Lethbridge (Co-Chair) J. Farrell S. Mooney C. Pettis M. Fox Stacey Colameco
Recorder	D. Saxena
Guests	Margaret Watson & Nishan Wicks
Regrets	

Agenda Items	Date Tabled	Discussion	Action Required
Standing Items			
1. Review of September 5, 2019 Minutes		<ul style="list-style-type: none"> Both management and OPSEU agreed to previous minutes and agreed to include more details 	
2. Review of Agenda		<ul style="list-style-type: none"> Additional items discussed and added to future agenda 	
3. Position Descriptions and New Job Ads		<ul style="list-style-type: none"> General discussion 	
4. Disclosure Updates		<ul style="list-style-type: none"> Parties discussed disclosures till end of September. Will have a conversation for recently sent disclosures offline 	
5. Quarterly Fixed-Term Employee Listing		<ul style="list-style-type: none"> Parties discussed the fixed term report and OPSEU requested clarification on specific cases 	
6. Third Party Organizations/ Agencies		<ul style="list-style-type: none"> OPSEU asked status on any third party organizations and asked if new requests come forward to inform that they be informed. Management indicates that there are none at this time 	

Agenda Items	Date Tabled	Discussion	Action Required
7. Health and Safety	January 25, 2018	<ul style="list-style-type: none"> • OPSEU suggested to look at the recertification process for JH&SC and develop a plan to ensure recertification occurs 	
8. Long-Term Care Inspectors	2017	<p>Lateral Transfer</p> <ul style="list-style-type: none"> • Parties continued the discussion on the lateral transfer agreement • Once MOA is signed parties agreed that a joint communication from MERC should go to the branch staff to put in their lateral transfer requests. Communication to go out before end of November. <p>CWW in LTCH</p> <ul style="list-style-type: none"> • Parties discussed CWW as per the CA. • OPSEU was advised that there is a standard practice used for CWW. Remove from agenda 	

Agenda Items	Date Tabled	Discussion	Action Required
9. MERC CACC Subcommittee	2019	<ul style="list-style-type: none"> • CACC subcommittee continues to meet and working on Terms of Reference • Management provided an update on the Cambridge CACC • CACC's have signed up for LERC training sessions • Roll over Agreement was a new item added to the agenda by OPSEU. This will be discussed at CACC subcommittee meeting 	<ul style="list-style-type: none"> • OPSEU to share examples of agreements
10. Respectful Workplace	April 20, 2017	<ul style="list-style-type: none"> • Discussion on ways to improve workplace, open and honest communications and information sharing • OPSEU inquired about employees on leave not being able to participate in the survey. Subsequent information received indicated employees on leave can participate. OPSEU raised concerns about the barrier • OPSEU raised concerns about the corporate engagement survey as some members have expressed that this exercise is not bringing about positive change 	
11. WDHP Review – Huggins Report and Recommendations		<ul style="list-style-type: none"> • Respectful Workplace policy is currently under review. • There are no current updates on whether the 21 recommendations from the Huggins report will be included in this review 	

Agenda Items	Date Tabled	Discussion	Action Required
12. Multi-Year Planning Process		<ul style="list-style-type: none"> No update at this time 	
New Items			
13. Job Evaluation Presentation		<ul style="list-style-type: none"> MGCS representatives from JEIB presented on job evaluation process and parties discussed the process 	
14. Terms of Reference	January 17, 2019	<ul style="list-style-type: none"> Deferred till next meeting 	
15. Flexible Work Arrangements	July 4, 2018	<ul style="list-style-type: none"> Deferred till next meeting 	
16. Health & Productivity Program - MOL Joint Disability Accommodation and Return to Work Committee	2017	<ul style="list-style-type: none"> Additional information shared and deferred till next meeting 	
17. MERC dates for 2020		<ul style="list-style-type: none"> Proposed date January 9, April 16, June 25, Oct 22 	
Bring Forward			

Agenda Items	Date Tabled	Discussion	Action Required
18. ERC Training	2017	<ul style="list-style-type: none"> • Proposed dates for training received and awaiting confirmation • Sessions scheduled in various locations. • Register with corporate for level 1 training 	
19. LERC	2018	<ul style="list-style-type: none"> • Both sides to canvass and find out functioning LERC's and share information. 	
20. OPS of the Future	April 18, 2018	<ul style="list-style-type: none"> • Deferred until additional information is available. 	
21. Restoring Ontario's Competitiveness Act		<ul style="list-style-type: none"> • Defer until more information is available 	

Approval:

F. Wendling
OPSEU

Dated: September 5, 2019
September 17, 2019

C. Lethbridge
MOH & MLTC

Dated: September 5, 2019
September 17, 2019