

**Ministry of Health and Long-Term Care
MERC Meeting Minutes
September 5 & 17, 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
Recorder	D. Saxena
Guests	Stacey Colameco
Regrets	

Agenda Items	Date Tabled	Discussion	Action Required
Standing Items			
1. Review of April 10, 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"> No new items from either side 	
3. Position Descriptions and New Job Ads		<ul style="list-style-type: none"> OPSEU raised concerns on how determination is made for job descriptions between AMAPCEO and OPSEU. Management requested OPESU to provide example of specific situations 	Management to explore if possible, to have another session with ECU
4. Disclosure Updates		<ul style="list-style-type: none"> OPSEU requested that for significant realignment disclosures a discussion occurs with OPSEU Negotiator and MERC co-chair Share communications when available Invite MERC co-chair to staff town halls OPSEU asked for specifics regarding ongoing communication with staff on disclosures Both parties to discuss the MLTC disclosure in the follow up call on September 17 	Management to provide further information on MLTC

Agenda Items	Date Tabled	Discussion	Action Required
5. Quarterly Fixed-Term Employee Listing		<ul style="list-style-type: none"> OPSEU to share MOA examples with Management OPSEU asked for definition of what is included in the report and raised concerns with respect to fixed term irregular on-call and students in the quarterly report 	OPSEU to provide additional information on specific cases
6. Third Party Organizations/ Agencies		<ul style="list-style-type: none"> No updates 	
7. Health and Safety	January 25, 2018	<ul style="list-style-type: none"> Management requested assistance to find JH&SC representatives 	Management to find out about JH&SC training
8. Long-Term Care Inspectors	2017	<ul style="list-style-type: none"> Was discussed at teleconference call on September 17, 2019 On the teleconference OPSEU shared their concerns with the employer on the disclosure. OPSEU requested clarification on the specific concern as it relates to differentiation of time worked 	Management to get clarification on concerns and share with OPSEU.
9. MERC CACC Subcommittee	2019	<ul style="list-style-type: none"> Management provided updates on the CACC's and on staffing and technology initiatives MERC CACC subcommittee next meeting is on September 27, 2019 	

Agenda Items	Date Tabled	Discussion	Action Required
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 	
New Items			
11. Terms of Reference	January 17, 2019	<ul style="list-style-type: none"> • OPSEU will share a draft TOR with management for discussion at next MERC meeting 	
12. Lateral Transfers (Long-Term Care Homes)	January 17, 2019	<ul style="list-style-type: none"> • Both parties continued the discussion on the Lateral Transfer agreement at the follow up call on September 17, 2019 • In the discussion a section of the document was identified by OPSEU in addition to the standard for the Lateral transfer process. 	OPSEU to provide updated language to management.
13. Telework and CWW	July 4, 2018	<ul style="list-style-type: none"> • MERC discussed exploring the option for a master agreement • OPSEU to share draft telework agreement 	Management to engage other HR partners
14. Health & Productivity Program - MOL Joint Disability Accommodation and Return to Work Committee	2017	<ul style="list-style-type: none"> • OPSEU's request is for the ministry to consider adopting a program similar to MCYS and MOL • Discussion on the program • OPSEU shared information from the program at MOL 	Management to review materials and information

Agenda Items	Date Tabled	Discussion	Action Required
Bring Forward			
15. ERC Training	2017	<ul style="list-style-type: none"> • Proposed dates for training awaiting confirmation • Sessions scheduled in various locations. • Register with corporate for level 1 training 	
16. LERC	2018	<ul style="list-style-type: none"> • Both sides to canvass and find out functioning LERC's and share information. 	
17. OPS of the Future	April 18, 2018	<ul style="list-style-type: none"> • Deferred until additional information is available. 	
18. WDHP Review – Huggins Report and Recommendations		<ul style="list-style-type: none"> • OPSEU requested next steps and consider communication to staff. 	<ul style="list-style-type: none"> • Management will request for an update
19. Restoring Ontario's Competitiveness Act		<ul style="list-style-type: none"> • Defer until more information is available 	
20. 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