

**Ministry of Health and Long-Term Care
MERC Meeting Minutes
April 10, 2019**

Attendees

Union	Management
F. Wendling (Co-Chair) M. Whyte A. Usher C. Abric –Forsyth (Negotiator)	S. Jarvis J. Farrell (Acting Co-Chair) S. Mooney C. Pettis M. Fox
Recorder	D. Saxena
Guests	
Regrets	C. Lethbridge, H. Dargavel

Agenda Items	Date Tabled	Discussion	Action Required
Standing Items			
1. Review of January 17, 2019 Minutes		Both management and OPSEU agreed to previous minutes.	
2. Review of Agenda		Both Management and OPSEU agreed to the April 10, 2019 agenda. No new items from either side.	
3. Position Descriptions and New Job Ads		General discussion.	
4. Disclosure Updates		General discussion on some disclosures and QPRP moves.	
5. Quarterly Fixed-Term Employee Listing		OPSEU and Management discussed the fixed term report and shared situations for consideration.	Management to provide information on specific situations
6. Third Party Organizations/ Agencies		General conversation.	

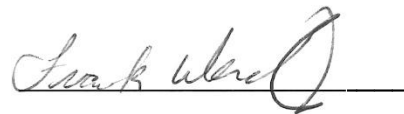
<p>7. Health and Safety</p>	<p>January 25, 2018</p>	<p>Management requested OPSEU to provide list of OPSEU members that are certified in JH&SC.</p> <p>Management asked OPSEU for help in getting representation for the Joint Health and Safety Committee at 56 Wellesley and 438 University Avenue.</p> <p>OPSEU and Management discussed certification training for new JH&SC representatives.</p>	<p>OPSEU to find representation for the Joint Health and Safety Committees.</p>
<p>New Items</p>			
<p>8. Long-Term Care Inspectors</p>	<p>2017</p>	<p>General discussion.</p> <p>OPSEU requested update on the plan for LTC beds.</p> <p>OPSEU requested LTCHD Director to attend next MERC meeting.</p>	<p>Management to invite Long-Term Care Home Director to the next MERC meeting</p>
<p>9. MERC CACC Subcommittee</p>	<p>2019</p>	<p>OPSEU requested joint communication with committee update for all members.</p> <p>Management provided updates on the CACC on staffing.</p> <p>MERC CACC subcommittee next meeting on April 25, 2019.</p>	

<p>10. Respectful Workplace</p>	<p>April 20, 2017</p>	<p>Discussion on ways to improve workplace, open and honest communications and information sharing.</p>	
<p>11. Transformation - Ontario Health</p>	<p>January 17, 2019</p>	<p>General discussion and will continue to be a standing item. As new details become available to be discussed at subsequent meetings.</p>	
<p>12. Transition Exit Initiative (TEI)</p>	<p>January 17, 2019</p>	<p>General discussion on TEI program and current approvals for OPSEU members. Applications continue to be considered.</p>	
<p>13. Lateral Transfer (Long-Term Care Homes Divisions)</p>	<p>January 17, 2019</p>	<p>General discussion on Lateral Transfers.</p>	<p>OPSEU and Management to set up a meeting to discuss developing an agreement.</p>
<p>14. Flexible Work Arrangements</p>	<p>July 4, 2018</p>	<p>MERC discussed exploring the option for a master agreement. Discussion on flexible work arrangements including telework. OPSEU shared existing master agreement from another ministry for reference.</p>	<p>Management to engage other HR partners</p>
<p>Bring Forward</p>			

<p>15. Employment Standards Act – on hold</p>	<p>July 4, 2018</p>	<p>OPSEU requested clarity around changes to the Employment Standards Act changes and when the OPS will update documentation to reflect changes</p> <p>Updated documents are now posted on the intranet and the link is below: ESA information on MyOPS</p>	<p>Link to updated information was provided for inclusion in the minutes of the meeting the day after we met.</p>
<p>16. Terms of Reference</p>		<p>Terms of reference on hold till ERC training is completed.</p>	
<p>17. ERC Training</p>	<p>2017</p>	<p>ERC training can be scheduled after April 1. Tentative training date in September 2019.</p>	
<p>18. LERC</p>	<p>2018</p>	<p>Sessions scheduled in various locations. Register with corporate for level 1 training.</p>	
<p>19. OPS of the Future</p>	<p>April 18, 2018</p>	<p>Deferred until additional information is available.</p>	
<p>20. Health Productivity Program</p>	<p>2017</p>	<p>Discussion on whether the program is necessary.</p> <p>OPSEU shared information from the program at MOL</p> <p>Management to gather additional information</p>	<p>Management to review and update</p>

21. WDHP Review – Huggins Report and Recommendations		OPSEU requested next steps and that employer consider drafting a communication to staff	
22. Restoring Ontario's Competitiveness Act		Defer until more information is available.	
23. Multi-Year Planning Process		Defer until more information is available.	

Approval:



F. Wendling
OPSEU

Dated: April 10, 2019

Original Signed by:

J. Farrell
MOHLTC

Dated: April 10, 2019