

# MGCS MERC Minutes

Time: 10:00 a.m. to 12:30 p.m.

Date: June 09, 2020

Location: N/A (Teleconference)

## **Meeting Chair**

Union

## **Management Members in Attendance**

Natasha Holland (Co-Chair), Mike Amato, Rico Medeiros, Karen Baldassarra, Andrea Hatzis, Kristina Radulka

## **Management Resources**

Dilshad Ghadially, Kate McGuigan-O'Toole

## **OPSEU Members in Attendance**

Debbie Ponte (Co-Chair), Stacy Grieve, Rob Cox, Spencer Mitchell, Kathleen Demareski (OPSEU)

**Regrets:** Millie Ng

**Guests:** N/A

**Presenters:** N/A

## **Minutes**

Dilshad Ghadially

# Standing Items

## Item 1: Administrative Items

Parties agreed to proceed with a teleconference meeting. Since live minutes are not possible, the Employer will share a draft copy of the minutes with the Union to review and approve.

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

The Employer shared all reports with the Union on June 1, 2020.

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

## Item 3: TEI Statistics

The Employer provided updated TEI statistics (as of May 2020) at the meeting:

MGCS (2013 -2020)	Total
Approved	301

**Action:** No Action.

## Item 4: Ministry Updates and Announcements

Employer to provide updates as they become available through the information sharing/disclosure process.

MGCS Updates: No updates.

### Ontario Shared Services

OSS HR Payroll Initiative: The Union inquired on the status of the review. No updates.

Payroll Operations: The Union requested an overview of the payroll operations item. The Employer provided an update on how the Employer and the Union worked together to amend various processes to allow working from home during the pandemic while maintaining business critical services.

**Action:** No action.

Centralized Procurement Initiative: The union requested an update. No updates.

Financial Processing Operations Branch Pilot: The Union inquired about the pilot. The Employer provided an update and confirmed pilot was successful. The Union requested additional information on the pilot locations.

**Action:** The Employer to follow up on which specific locations the pilot was implemented. The Union requested a presentation deferred to next MERC meeting.

## **ServiceOntario**

ONBIS Update: The Union requested a copy of the training session materials further to the info share dated May 14, 2020. The Employer provided an update and highlighted that the introductory session materials were shared with OPSEU on June 1, 2020.

**Action:** The Union to share specific questions on the session materials with the Employer.

Common Scheduling Pilot: No updates.

## **Information and Information Technology:**

Live Chat: The Union requested an overview on the live chat function. The Employer provided an update.

**Action:** No action.

## **Other Ministry Reviews & Pilots**

Government Real Estate Portfolio Review: The Union asked for an update on the review. No updates.

**Action:** No action

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

This item was deferred.

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

This item was deferred.

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

OPSEU expressed concerns regarding joint health and safety committees.

**Action:** OPSEU to share specific cases with the Employer.

## **Item 8: ITS Transformation Journey**

Data Centre Operations Update: No updates.

**Action:** No action.

## **Follow Up Items**

### **Item 9: Expenditure Restrictions - Impact on Hiring**

The Employer provided an update and highlighted that an email response regarding the reach-back process was provided to OPSEU on May 29, 2020.

**Action:** Parties agreed to remove item from agenda.

### **Item 10: Multi Year Planning**

The Union requested an update on the ministry's multi year plan. No updates.

**Action:** No action.

### **Item 11: ODS Lean Office**

This item was deferred.

### **Item 12: Security Checks**

The Union asked about the security check process for positions along with a list of positions that require security checks and the type of security checks required. The Employer provided further clarification on the security checks process and highlighted that a central listing of all positions that will require security checks/ type of security checks required does not exist.

**Action:** Parties agreed to remove item from agenda.

### **Item 13: Appendix 15**

The Union inquired on the status of a number of employees on the Fixed-Term List. The Employer provided an update and highlighted that an email response was provided to OPSEU on June 3, 2020.

**Action:** The Union to continue to monitor the list for conversion and report back. Parties agreed to remove item from agenda.

## **Item 14: Current Process – Staff Recognition**

This item was deferred.

## **Item 15: Film Classification Act, 2005 – Consumer Services Operation Division (CSOD), Ministry of Government and Consumer Services (MGCS) (Reference Item #4)**

This item was deferred.

## **Item 16: ITS Print – OSS Consolidation**

OPSEU raised questions and the Employer provided an update.

**Action:** Parties agreed to remove item from agenda.

## **Item 17: Ministry Pandemic Plan**

The Union requested a copy of the ministries pandemic plan. The Employer provided an update and highlighted that a COOP Time Critical Services list was shared with OPSEU on May 1, 2020.

**Action:** No action.

## **Item 18: OSS Contact Centre(s)**

The Union expressed concerns that non-OPSEU employees were performing OPSEU work. This was conveyed to the program area by the management team to ensure OPSEU work is not performed by non-OPSEU employees. The Employer has ensured that the program area is aware that there should be no cases of managers/ non-OPSEU employees performing OPSEU work.

**Action:** Parties agreed to remove item from agenda.

## **Item 19: Contact Centre Capacity Initiative**

This item was deferred.

## **New Items**

### **Item 20: Recent Info-shares**

The Union raised some questions about recent info shares. The Employer provided an update and the parties discussed how similar information can be shared in the future.

**Action:** No action.

### **Item 21: Capacity/ Return to Work plans**

The Union inquired on the ministry's return to work plans. The Employer is considering all options regarding re-opening the workplace and highlighted that active discussions are taking place regularly with OPSEU.

**Action:** No action.

### **Item 22: Precautionary Measures at ServiceOntario Locations**

The Union raised concerns regarding health and safety at ServiceOntario locations. The Employer provided an update on the various measures being taken (plexiglass installation at all retail office front counters, enhanced cleaning, physical distancing, rotational shifts, etc.).

The Employer will continue to update the Union regarding safety measures that are being implemented and is open to suggestions and recommendations to ensure health and safety of all employees.

**Action:** No action.

### **Item 23: Ian Martin Group**

The Union inquired about the status of Ian Martin Group. The Employer provided an update and confirmed that Ian Martin Group is the Strategic Sourcing Vendor of Record partner.

**Action:** Employer to follow up regarding the list in Appendix 38 of the OPSEU collective agreement.

### **Item 24: First point of contact**

The Union requested clarity on the process to identify employees who are being asked to volunteer for opportunities. The Employer provided the necessary clarification.

**Action:** Parties agreed to remove item from agenda.

# Approvals

Union Co-Chair:



Debbie Ponte

Date: *July 7/20*

Management Co-Chair:



Natasha Holland

Date: July 7, 2020

