

**Ministry of Health and Ministry of Long-Term Care
MERC Meeting Minutes
April 16, 2020**

Attendees

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

Agenda Items	Date Tabled	Discussion	Action Required
Standing Items			
1. Review of January 9, 2020 Minutes		<ul style="list-style-type: none"> Both management and OPSEU agreed to previous minutes 	
2. Review of Agenda		<ul style="list-style-type: none"> Both Management and OPSEU agreed to the April 6, 2020 agenda. No new items from either side 	
3. Position Descriptions and New Job Ads		<ul style="list-style-type: none"> OPSEU asked about status of recruitment in current environment and if communication was provided to all staff on applying for competitions without VPN access Management informed that recruitment is ongoing but may be slower due to current situation where interviews are taking place virtually. Onboarding considerations for new hires are under discussion. Management shared communication through OPS weekly provided to all staff to apply for restricted competitions without VPN access 	

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4. Disclosure Updates		<ul style="list-style-type: none"> • Parties discussed disclosures till end of Feb 29, 2020 • Parties discussed specific situations disclosed including process for staff to return to work • OPSEU informed that guidance to employees from Public Health in certain cases may differ from employer guidance. 	
5. Quarterly Fixed-Term Employee Listing		<ul style="list-style-type: none"> • Parties agreed to defer this item 	
6. Third Party Organizations/ Agencies		<ul style="list-style-type: none"> • Parties agreed to defer this item 	

Agenda Items	Date Tabled	Discussion	Action Required
7. Health and Safety	April 16, 2020	COVID 19 update <ul style="list-style-type: none"> • Parties discussed new guidance on wearing face mask & gloves in the current environment. • OPSEU informed that each ministry is dealing with this item differently • Parties discussed working from home in the current environment including existing accommodations. • OPSEU shared concerns about staff experiencing stress and challenges working from home • Management shared that managers are working with the Disability Accommodation Specialist for accommodation requests, so they are appropriate for the current circumstances 	<ul style="list-style-type: none"> • OPSEU requested that Management look in to the request for provision of face masks for mail room staff

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8. Long-Term Care Inspectors		<p>Staff reassignment</p> <ul style="list-style-type: none"> • Parties discussed changes being planned for long-term care homes and its impacts to LTCH Inspectors • Both parties agreed to have a discussion once more information becomes available • OPSEU expressed that LTCH inspectors will require PPE and adequate training on use of PPE and other considerations 	
9. MERC CACC Subcommittee		<ul style="list-style-type: none"> • OPSEU requested setting up weekly meeting with CACC senior management on COVID-19 related concerns • OPSEU requested for information on Hamilton CACC post recovery room • OPSEU requested information on why some centres are continuing with training staff while some have put training on hold. • Management advised that this could be discussed through the CACC subcommittee 	<ul style="list-style-type: none"> • Management will look in to this request for a meeting • Management to get clarification

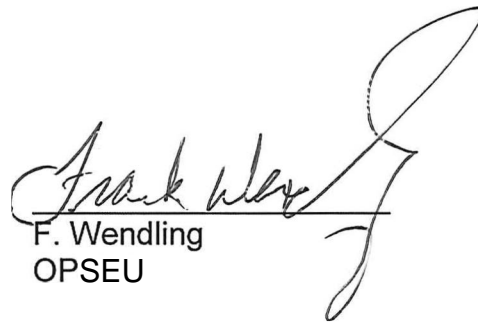
Agenda Items	Date Tabled	Discussion	Action Required
10. Respectful Workplace	April 20, 2017	<ul style="list-style-type: none"> • Discussion on ways to improve workplace, open and honest communications and information sharing • OPSEU requested for ministry COOP plan and if staff can request these plans • Management shared that the situation is continuously evolving as pandemic was not part of coop plans. COOP plans are specific at branch level. 	<ul style="list-style-type: none"> • Management will review and try to share useful point in time information
11. WDHP Review – Huggins Report and Recommendations		<ul style="list-style-type: none"> • WDHP program is currently under review. • Parties agreed to defer this item 	
12. Multi-Year Planning Process		<ul style="list-style-type: none"> • Parties agreed to defer this item 	
New Items			

Agenda Items	Date Tabled	Discussion	Action Required
13. Other Inspector positions in MOH that can be redeployed based on Public Health decisions		<ul style="list-style-type: none"> OPSEU requested information on other inspector type positions in MOH and if they will be redeployed for public health 	<ul style="list-style-type: none"> Management to share list of OPSEU inspector positions in MOH
14. Financial support to cover internet costs for staff working from home		<ul style="list-style-type: none"> OPSEU asked if there was any consideration to cover internet costs Management advised that these are assessed on a case by case basis and most telecoms are posting that they are waiving additional usage charges 	
15. Improved communications between the employer and the OPSEU committee and the employer and the employees.		<ul style="list-style-type: none"> General discussion and covered under the respectful workplace item 	

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Fleet Vehicles	January 9, 2020	<ul style="list-style-type: none"> • OPSEU requested if fleet vehicles were a consideration if LTCH inspectors need to travel to long-term care homes and asked for details on cleaning, maintenance etc. • Management advised that we don't have any new information and will provide updates as they become available 	
Bring Forward			
16. Transition and Reskilling Agreement MOA from Central Employee Relations Committee (CERC)	January 9, 2020	<ul style="list-style-type: none"> • Parties agreed to defer this item. 	
17. Mandate Letters – MOH & MLTC	January 9, 2020	<ul style="list-style-type: none"> • Parties agreed to defer this item 	
18. Health & Productivity Program - MOL Joint Disability Accommodation and Return to Work Committee	2017	<ul style="list-style-type: none"> • Parties agreed to defer this item 	

Agenda Items	Date Tabled	Discussion	Action Required
19. Terms of Reference	January 17, 2019	<ul style="list-style-type: none"> Deferred to June 2020 MERC meeting 	
20. LERC	2018	<ul style="list-style-type: none"> Parties agreed to defer this item 	

Approval:



F. Wendling
OPSEU

Dated: April 16, 2020



C. Lethbridge
MOH & MLTC

Dated: April 16, 2020