

**Ministry of Health and Ministry of Long-Term Care
MERC Meeting Minutes
June 25, 2020**

Attendees

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

Agenda Items	Date Tabled	Discussion	Action Required
Standing Items			
1. Review of June 25, 2020 Minutes		<ul style="list-style-type: none"> OPSEU is currently reviewing the April 16, 2020 MERC minutes. 	
2. Review of Agenda		<ul style="list-style-type: none"> Both Management and OPSEU agreed to the June 25, 2020 agenda. No new items from either side. 	
3. Position Descriptions and New Job Ads		<ul style="list-style-type: none"> There are no new position descriptions and job descriptions for the period of March 1, 2020 to April 30, 2020. 	
4. Disclosure Updates		<ul style="list-style-type: none"> Parties discussed disclosures till end of April 30, 2020. 	
5. Quarterly Fixed-Term Employee Listing		<ul style="list-style-type: none"> OPSEU acknowledged overall conversions are taking place and will share specific information with management on cases for further review. 	<ul style="list-style-type: none"> OPSEU to provide details to management.
6. Third Party Organizations/ Agencies		<ul style="list-style-type: none"> Item was deferred but OPSEU raised concern and will share specific information with management. 	<ul style="list-style-type: none"> OPSEU to provide details to management.

Agenda Items	Date Tabled	Discussion	Action Required
7. Health and Safety	April 16, 2020	<p>COVID 19 – Return to Work</p> <ul style="list-style-type: none"> • OPSEU shared concerns that staff may be asked to return to work while direction from SOC is to continue to work remotely. • OPSEU expressed concerns with the lack of enough day care spots to facilitate a return to work. • Management advised that we are still awaiting corporate guidance on gradual return to work. • Parties discussed cleaning at office sites and need to increase frequency of cleaning and use of proper disinfectants as part of gradual return to work. • OPSEU shared prior to the pandemic that frequency of cleaning at office sites with proper disinfection is different at different locations. • Management informed that building landlords have cleaning contracts and there are discussions taking place at the corporate level in terms of these protocols for guidance on gradual return to work. 	

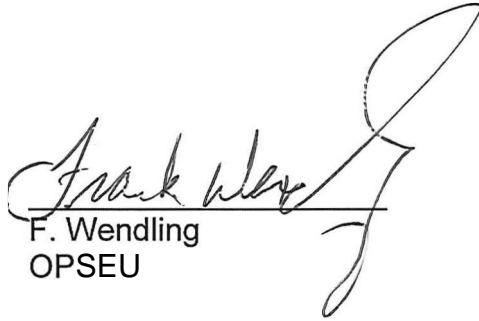
Agenda Items	Date Tabled	Discussion	Action Required
8. Long-Term Care Inspectors		<ul style="list-style-type: none"> • OPSEU shared concerns from Inspectors on guidance required for PPE donning and removal and cleaning processes. • Management shared that we are working with Chief Medical Officer to get the right advice and approvals. There is a work underway on the process and guidance. • Management advised that the situation is continuously evolving and as there is a new process for approvals, it is taking longer to share information. • OPSEU informed that guidance is required on the testing of Inspectors for COVID-19 and on the 14-day isolation period in between visiting different homes. • Management acknowledged that there is need for a solid testing strategy for the Inspectors and advised that a strategy with direction will be coming out shortly. Management also shared that the visitors to LTC homes strategy was recently launched 	

Agenda Items	Date Tabled	Discussion	Action Required
9. MERC CACC Subcommittee		<ul style="list-style-type: none"> • Parties discussed various items including bringing forward Appendix 7 positions, student payments, electrical wiring concerns at Georgian CACC. • OPSEU requested that the ministry consider a gradual return for Cambridge CACC. • Management provided clarification and updates. 	<ul style="list-style-type: none"> • OPSEU to provide specific details on student payment to CACC management
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 shared that during this difficult time we must respect all the guidelines and policies and engage in proactive and honest conversations. 	

Agenda Items	Date Tabled	Discussion	Action Required
11. WDHP Review – Huggins Report and Recommendations	Jan 2019	<ul style="list-style-type: none"> • WDHP program is currently under review. • Management advised that there is no current corporate update on the recommendations made in the Huggins report • OPSEU raised concerns that report was released in November 23, 2018 and this item has been on the MERC agenda since Jan 2019. • Parties agreed to send this item on to CERC 	<ul style="list-style-type: none"> • OPSEU and Management to initiate referral to CERC
12. Multi-Year Planning Process		<ul style="list-style-type: none"> • Parties agreed to defer this item 	
New Items			
13. OPSEU MOA – Fixed Term Pay Treatment		<ul style="list-style-type: none"> • OPSEU requested that this information be shared so managers are aware of pay treatment. 	
14. OPSEU MOA- Employee Testing		<ul style="list-style-type: none"> • OPSEU requested that the MOA information is shared so that managers are aware and consider all available information in supporting their employees. 	

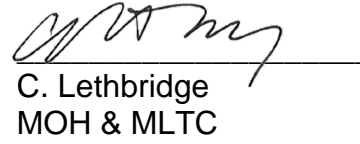
Agenda Items	Date Tabled	Discussion	Action Required
Bring Forward			
15. Transition and Reskilling Agreement MOA from Central Employee Relations Committee (CERC)	January 9, 2020	<ul style="list-style-type: none"> Parties agreed to defer this item. 	
16. Mandate Letters – MOH & MLTC	January 9, 2020	<ul style="list-style-type: none"> Parties agreed to defer this item 	
17. 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 	
18. Terms of Reference	January 17, 2019	<ul style="list-style-type: none"> Deferred to June 2020 MERC meeting 	
19. LERC	2018	<ul style="list-style-type: none"> Parties agreed to defer this item 	

Approval:



F. Wendling
OPSEU

Dated: June 25, 2020



C. Lethbridge
MOH & MLTC

Dated: June 25, 2020