

MINISTRY OF MUNICIPAL AFFAIRS AND HOUSING

MERC MINUTES

2023 – MERC #03-23

October 30, 2023, 11:00 AM

MS Teams

In Attendance:

FOR THE UNION:

Leanne Esarik, Co-Chair
Lori Lepage, Member
Glenna Caldwell, OPSEU Job Security Officer

FOR THE EMPLOYER:

Suzana Ristich, Co-Chair
Kathy Horgan, Member
David Colenbrander, Member

Ana Knezevic, Resource
Jessica Medrano, TBS, Resource
Annie Leppington, TBS, Observer

REGRETS:

MINUTES: Ana Knezevic

Item no.	ISSUE	REFERRED TO	ACTION
	Call to Order Meeting called to order by the Employer at 11:02. New members were introduced.		
	Minutes Minutes of the MERC meeting held on April 27, 2023 have been signed and posted on the MMAH intranet Labour Relations site and the OPSEU website.		

Item no.	ISSUE	REFERRED TO	ACTION
1. Standing Items			
1.1	<p>Fixed Term Positions</p> <p>Fixed Term Position lists are shared quarterly.</p> <ul style="list-style-type: none"> - Q1 report was shared in August and Q2 report was shared in October. 	OSPEU	To share names of FXT employees past 18 months with the Employer. Employer will remind managers to follow up.
1.2	<p>Seniority List</p> <p>Seniority lists are shared quarterly or upon request.</p> <ul style="list-style-type: none"> - Q1 list was shared in August and Q2 list was shared in October. 		
1.3	<p>Article 1.4 – New Position(s)</p> <p>Since the last two quarters, there were 9 new AMAPCEO positions created.</p>		
1.4	<p>Disclosures</p> <p>One corporate disclosure was shared regarding a change in classification and revised position description affecting 25 employees. Subsequently, OPSEU was advised that one additional OPSEU employee would be impacted by the change.</p>	Employer	Employer to resend both disclosures from July 10 and July 24.
1.5	<p>Transition Exit Initiative (TEI)</p> <p>Report is shared corporately.</p>		
1.6	<p>Anti-Racism Update</p> <p>Previously, the Employer has shared that MMAH would be participating in the Indigenous Internship Program (IIP). Since then, we have hired one intern from the Indigenous community in the Communications Branch.</p> <p>The Local Government Division held the second annual MMAH staff presentation with guest speaker Lareina Rising, the manager of the Residential Schools Unit. Additionally, a video with Chief Robert Joseph’s story, a residential school survivor, was shared.</p> <p>Work is also underway to schedule more Leadership Speaker Series throughout 2023-24. The Anti-Racism Speaker Series event will be held on November 2 with the title “Journey Ahead –</p>		

Item no.	ISSUE	REFERRED TO	ACTION
	Tools for Integrating Equity, Inclusion and Anti-racism Principles”. Educator Jodie Glen-Mitchell will be speaking, and participants will learn about inclusive practices that will enhance anti-racism practices in organizations.		

2. New Business

2.1	<p>Mental Health and Wellness Updates</p> <p>Since our last meeting, several sessions took place.</p> <p>International Self-care Day took place on July 24 (in collaboration with MCCSS) and a session was held on wellness and self-care titled “First Aid for Stress Relief. “.</p> <p>Mental Illness and Awareness week and World Mental Health Day was also held on October 25, in collaboration with MCCSS. The goal was to break the stigma and to promote open conversations about mental health. The session was very well attended.</p> <p>MMAH Staff were also encouraged to attend several mental health and wellness sessions in 2023/24:</p> <ol style="list-style-type: none"> 1. Living well with stress 2. Overcoming Burnout 3. Worry Less, Enjoy Life More 4. Set limits at work and in your personal life. <p>EFAP is facilitating the sessions.</p>		
2.2	<p>Meeting Schedule for 2024</p> <p>February – Monday, February 26</p> <p>End of April – Monday, April 29</p> <p>End of June – Monday, June 24</p> <p>October – Monday, October 7</p>	Employer	Employer to send out meeting series for 2024.

Meeting adjourned at 11:36 am.

Item no.	ISSUE	REFERRED TO	ACTION
Next meeting: February 26, 2024.			

For the Ministry:

Suzana Ristich

Suzana Ristich, Co-Chair

Date: October 30, 2023

For the Union:

Leanne Esarik

Leanne Esarik, Co-Chair

Date: October 30, 2023