

MINISTRY OF MUNICIPAL AFFAIRS AND HOUSING

MERC MINUTES

2023 – MERC #02-23

April 27, 2023, 10:00 AM

MS Teams

In Attendance:

FOR THE UNION:

Leanne Esarik, Co-Chair

Roxanne Barnes, OPSEU Job Security Officer

FOR THE EMPLOYER

Suzana Ristich, Co-Chair

Kathy Horgan, Member

David Colenbrander, Member

Lisa Mayerhofer, Resource

Jessica Medrano, TBS, Resource

REGRETS:

REGRETS:

MINUTES: Lisa Mayerhofer

Item no.	ISSUE	REFERRED TO	ACTION
	Call to Order Meeting called to order by the Union at 10:02 AM		
	Minutes Minutes of the MERC meeting held on January 20, 2023 have been signed and posted on the MMAH intranet Labour Relations site .	N/A	

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"> - Employer provided the report to OPSEU on April 25, 2023. 		
1.2	<p>Seniority List</p> <p>Seniority lists are shared quarterly or upon request.</p> <ul style="list-style-type: none"> - Employer provided the list to OPSEU on April 25, 2023. 		
1.3	<p>Article 1.4 – New Position(s)</p> <p>Union Co-Chair is provided with information on new job descriptions as they are created. Since the last quarter there was one (1) new AMAPCEO-represented position created.</p>		
1.4	<p>Disclosures – Surplus Update</p> <p>There are no surplus OPSEU positions to report.</p> <ul style="list-style-type: none"> - There were no information shares were distributed - One (1) confidential disclosure was distributed about a change in Position Description and Title 		
1.5	<p>Transition Exit Initiative (TEI)</p> <p>The Employer will share the next report once it is available.</p>		
1.6	<p>Anti-Racism Update</p> <p>The Employer provided an update on anti-racism initiatives occurring across the Ministry. In the Fall of 2022, MMAH’s Mental Health and Wellness Advisory Committee collaborated with other ministries to deliver three sessions that combined both mental health and wellness and themes of anti-racism. These sessions were facilitated by an international speaker, Dr. Jennifer Mullan and included the following:</p>		

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	<ul style="list-style-type: none"> ○ <u>Race-based Traumatic Stress</u>: The objective of the session was for participants to be better able to define, address, and cope with possible traumatic reactions as a result of race-based traumatic stress. This workshop addressed the impact of implicit biases, inequities, and historical trauma on the lives of historically marginalized and neglected peoples, and the importance of building healthy structures and policies. ○ <u>Capitalism Fatigue and Burnout: From Striving and Surviving to Thriving</u>: The objective of the session was for participants to define the stages of burnout and draw linkages on how systemic oppression creates unhealthy environments. Participants received tips on identifying signs of burnout and developing a list of community and self-care activities, including culturally centered practices to bolster mental and emotional health. ○ <u>Collective Healing Immersive Experience</u>: The objective of the session was to guide participants through the process of inquiry on what might be useful to us as communities for the development of our collective consciousness. This was an immersive workshop, leading participants to consider "collective healing," and support for change that can lead to long-term behavior change and cultural transformation. <p>The Employer also provided an update on the Anti-Racism Culture Working Group Speaker Series with the first event being held today on Black Futures: Career Advancement in the OPS. Black leaders within MMAH will discuss career advancement in the OPS. Panelists will define what a leader represents, their style of leadership, the challenges the panelists have faced as Black professionals and how they've overcome them in an ever-changing OPS environment.</p>		

2. Follow – Ups and Action Items			
2.1	Employee Experience Survey (EES)		
	The Employer provided an update on the facilitated sessions that were held at the end of 2022. Executives are currently reviewing the information to identify common themes. More information will be shared once available.		

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3. New Business N/A			
	Meeting adjourned at 10:19 AM		
	Next meeting: Monday June 26, at 10 AM		

For the Ministry:

Suzana Ristich

Suzana Ristich, Co-Chair

Date: April 27, 2023

For the Union:

Leanne Esarik

Leanne Esarik, Co-Chair

April 27, 2023

Date: April 27, 2023