Ministry of Long-Term Care
MERC Ministry Employee Relations Committee
Meeting Minutes

September 11, 2026 | 10:00 am – 12:00 pm
Virtual: via Microsoft Teams

In Attendance

For the Union	For the Employer	Guests	Regrets
J. Groux (Co-Chair) Adam Cygler OPSEU/SEFPO Negotiator Sylvie Byrnes Lauren Tenhunen Kehinde Sangill	Brad Robinson (Co-Chair) Maxx-Phillippe Hollott Elizabeth Waite Buchanan Lucas O'Dwyer Gunveen Kohli	Hyunny Kim	Nikolle Fillier Brenton Beeston Tammy Szymanowski

Standing Items

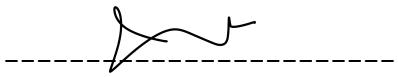
#	Date Tabled	Agenda Item	Items	Referred to	Action
1	December 18, 2024	**Disclosure Reports**	Employer to share disclosure reports next week following the meeting.	Employer	To be provided following meeting
2	December 18, 2024	**Fixed Term Status Reports**	Employer to share fixed term status reports next week following the meeting.	Employer	To be provided following meeting
3	December 18, 2024	**LEAN Implementation Updates/Workload Concerns**	The working group reconnected with 39 participants. Areas of feedback primarily relate to process concerns and increased workload. Employer to take back concerns related to process to working lead. Union requested Lean inspections practices - implementation report.	Employer	Employer to provide report to the union. Leaders to continue receiving feedback during team meetings at local level. Employer open to continuous process improvements. Union to share set of questions with employer for response within 2 weeks.

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4	May 21, 2025	**Safety Issues in the North District**	Union expressed concern with communication and process during emergency scenarios. Union would like to ensure the management is aware of tools and processes available to them during an emergency.	Employer	Employer to review their health and safety procedures in collaboration with joint health and safety committee. Employer to also explore any further training and opportunities for leaders and staff.
5	June 24, 2025	**Regulatory framework for compliance assistance**	The Union raised potential legislative barriers to deliver compliance assistance. In addition, role clarity between Compliance Specialists and LTC Home Inspectors.	Employer	The employer will identify opportunities to make modifications to current legislation. Updates on program status and position development to be provided when available.
6	June 24, 2025	**Treatment of Inspectors in LTC Homes**	The employer continues to engage sector partners on the issue and is actively engaging to	Employer	Conversations are ongoing. The employer will seek clarity on the

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			enforce professionalism and to track inappropriate behaviors towards Inspectors by external stakeholders in LTC homes. The employer continues to review unions concerns regarding post-inspection phone calls are not recorded.		decision to not record post-inspection phone calls. Employer to follow up at next MERC.
7	October 16, 2025	**Alternate Work Arrangements**	The employer does not have an update on the process of AWA approval at this time.		Union to share specific concerns with employer for review.
New Items					
8	September 01, 2026	**Workload - Administrative Assistants**			For discussion on October 13
9	September 01, 2026	**Post-Realignment Role Clarification**			For discussion on October 13

For the Union: Janet Groux

Date: September 11, 2026



Union Co-Chair

For the Employer: Brad Robinson

Date:

Brad Robinson

Management Co-Chair