

## MEDG/MRIS/ENERGY

### MERC MEETING MINUTES

#### Location Details

- Date: September 20<sup>th</sup>, 2017
- Address: 900 Bay Street, Toronto
- Building/Room: Hearst Block, Boardroom 356A

#### In Attendance

For the Union	For the Employer	Guests	Regrets
<ul style="list-style-type: none"><li>• Haran Thurairasah, Co-Chair</li><li>• Cisca McInnis</li><li>• Sandra Small</li><li>• Les Tanaka</li><li>• Roger Noakes</li></ul>	<ul style="list-style-type: none"><li>• Annette Azzopardi, A/Co-Chair</li><li>• Navjeet Nahal</li><li>• Phasela Singh</li><li>• Petra Stracey</li></ul>		

#### A. Business Arising

Item	Discussion	Action
<b>Minutes</b>	<ul style="list-style-type: none"><li>• The July 5<sup>th</sup>, 2017 minutes in accessible format were signed off by both parties and will be posted on Staffnet.</li></ul>	Management to post the accessible minutes on Staffnet.

## B. Business Arising From Minutes

Item	Discussion	Action
<b>1.MEDG/MRIS/MOI/ENERGY (Joint Health &amp; Safety Committees)</b>	<ul style="list-style-type: none"> <li>• Status Updates for: -55 Wellesley Street West -900 Bay Street -2 Queen Street East</li> <li>• OPSEU indicated that employees are being trained to join the committees from all four ministries.</li> </ul>	<p>Management and OPSEU to revisit list of committee members after MOI relocation.</p>
<b>2. Job Hiring Transparency</b>	<ol style="list-style-type: none"> <li>1. Inconsistency in Job Hiring Process           <ul style="list-style-type: none"> <li>• OPSEU requested management efforts to encourage transparency in the hiring process and promote communication about rationales for external hires due to concerns raised by employees regarding current hiring practices.</li> <li>• OPSEU enquired about the provision of feedback letters to unsuccessful candidates.</li> <li>• Management indicated that concerns about fair hiring practices are being addressed through the Engagement Action Plans and are a responsibility of managers across all ministries.</li> </ul> </li> <li>2. Employee Engagement Survey Results           <ul style="list-style-type: none"> <li>• OPSEU raised concerns about the results not being accessible to employees and not being shared at a branch level.</li> </ul> </li> </ol>	<ol style="list-style-type: none"> <li>1. No actions required.</li> <li>2. Management to encourage the sharing of divisional survey results.</li> </ol>

Item	Discussion	Action
	<ul style="list-style-type: none"> <li>• Management indicated that the Employee Engagement Survey results will be posted on the intranets for MEDG/MRIS, MOI and ENERGY.</li> <li>• Management also agreed to encourage ADM's to share their divisional results if they have not already done so.</li> </ul>	

### C. Standing Items

Item	Discussion	Action
1. Active Surplus	<ul style="list-style-type: none"> <li>• Nothing new to report.</li> </ul>	No actions required.
2. V.E.O.	<ul style="list-style-type: none"> <li>• Nothing new to report.</li> </ul>	No actions required.
3. TEI	<ul style="list-style-type: none"> <li>• Management provided reports to OPSEU.</li> </ul>	No actions required.
4. Fixed Term Contracts / Long Term Temporary Assignments	<ul style="list-style-type: none"> <li>• Management provided reports to OPSEU.</li> </ul>	No actions required.
5. Bargaining Unit Percentage of Employment	<ul style="list-style-type: none"> <li>• Management provided reports to OPSEU. (refer Appendix A)</li> </ul>	No actions required.

## D. New Business

Item	Discussion	Action
<b>1. Job Hiring Transparency</b>	<ul style="list-style-type: none"> <li>OPSEU indicated they have received feedback from staff about transparency in hiring practices, perceived nepotism and inquiries about a policy related to hiring family members.</li> <li>Management confirmed that the PSOA addresses hiring practices within the OPS.</li> </ul>	<p>OPSEU and Management to investigate possible solutions to reduce negative employee perceptions and discuss at next meeting.</p>
<b>2. Update on Queens Park Reconstruction Project – Cafeteria and Day Care, workplace change survey results</b>	<ul style="list-style-type: none"> <li>OPSEU enquired whether there were any updates on the cafeteria and daycare facilities.</li> <li>Management confirmed that the cafeteria will be closing on October 31<sup>st</sup>, 2017 and there are currently no status updates on the daycare facilities.</li> </ul>	<ol style="list-style-type: none"> <li>Management to confirm updated timelines associated with the Macdonald Block decant.</li> <li>OPSEU and Management to discuss workplace change survey results, QPRP at next MERC meeting.</li> </ol>

Item	Discussion	Action
<b>3. OIO Office Moves</b>	<ul style="list-style-type: none"> <li>OPSEU requested updates on concerns related to noise, privacy, washrooms and phones that were raised at the previous MERC meeting.</li> <li>OPSEU shared feedback that the current work environment is impacting employee productivity and employee's feel they are not being heard or taken seriously.</li> <li>Management indicated that feedback sessions were conducted in order to gather concerns and solutions from employees around the space at 2 Queen.</li> </ul>	Management to continue investigating and addressing previously raised concerns as construction progresses on the 4 <sup>th</sup> floor.
<b>4. Possible LERC</b>	<ul style="list-style-type: none"> <li>OPSEU enquired about creating a LERC at 2 Queen St. to alleviate and address some of the concerns at that location.</li> </ul>	Management to investigate.
<b>5. Terms of Reference</b>	<ul style="list-style-type: none"> <li>OPSEU presented a signed Terms of Reference Document dated December 2013.</li> <li>OPSEU and Management agreed to review and ensure it is reflective of the current state and discuss at next MERC meeting.</li> </ul>	OPSEU and Management to review Terms of Reference document.
<b>6. MOI – Change in Work Location Disclosure</b>	<ul style="list-style-type: none"> <li>Management discussed the work location disclosure and provided updates</li> <li>OPSEU requested a copy be sent directly to Co-chair</li> </ul>	Management to forward a copy of the Disclosure to MERC Co-chair.
<b>7. MOI – Safe and Healthy workplace survey</b>	<ul style="list-style-type: none"> <li>Management indicated a survey on WDHP and violence will be sent out to all MOI staff in October.</li> </ul>	No actions required.

**E. Next Meeting Details**Date: December 7<sup>th</sup>, 2017Location: Boardroom 356A, 3<sup>rd</sup> Fl. Hearst Blk., Toronto

Appendix A

***MEDG/MRIS/MOI - Bargaining Unit Percentage of Employment (Data no longer includes ADO or MOI)***

<b>Bargaining Unit</b>	<b>May 31, 2017</b>	<b>December 20, 2016</b>
OPSEU	28%	24%
AMAPCEO	49%	53%
MCP	13%	14%
SMG	9%	8%
Excluded	1%	1%

***ENERGY - Bargaining Unit Percentage of Employment***

<b>Bargaining Unit</b>	<b>May 31, 2017</b>	<b>December 20, 2016</b>
OPSEU	15%	15%
AMAPCEO	63%	63%
SMG/ITX	16%	16%
MCP	7%	6%

***MOI - Bargaining Unit Percentage of Employment***

<b>Bargaining Unit</b>	<b>May 31, 2017</b>	<b>N/A</b>
OPSEU	2%	
AMAPCEO	62%	
SMG/ITX	26%	

<b>Bargaining Unit</b>	<b>May 31, 2017</b>	<b>N/A</b>
MCP	10%	

**Originally Signed**

<b>Co-Chair</b>	<b>Co-Chair</b>
Haran Thurairasah	Annette Azzopardi
Dated: December 7 <sup>th</sup> , 2017	Dated: December 7 <sup>th</sup> , 2017
MEDG/MRIS/ENERGY	MEDG/MRIS/ENERGY