

**Ministry Employee Relations Committee (MERC) MEETING**

November 27<sup>th</sup>, 2018

31 Wellesley, TORONTO, ON M4Y 1G7

**In Attendance**

<b>For the Union</b>	<b>For the Employer</b>	<b>Guests</b>	<b>Regrets</b>
Sophia Ambrose, Communications Officer, Student Financial Assistance Branch (OPSEU Co-Chair) Cindy Forsyth, OPSEU Negotiator Bonnie Sweet- Employment and Training Consultant- Eastern Region	Jan Hughes, A/Director, Eastern Region, Employment and Training Division (Management Co- Chair) Anne-Marie Pertsch, Strategic Business Advisor, Strategic Business Unit Anna Fitzsimmons, Employee Relations Advisor, Employee Relations Branch Maria Mellas, Director, Advanced Education Learner Supports	Pauline Cheslock, OPSEU Staff Representative	Oliver Obagi, Employment and Training Consultant- Eastern Region

Date Tabled	Standing Items	Referred to	Action
<b>November 27, 2018</b>	<p><b>Redeployment</b></p> <p>No update</p>		
<b>November 27, 2018</b>	<p><b>Seniority List, Seasonal List, Fixed Term List</b></p> <p>OPSEU raised concerns with the seasonal list; they inquired what “PF” and “RT” refer to.</p> <p>OPSEU advised that seasonal hours worked, are tracked manually in an excel spreadsheet, and inquired how MTCU tracks seasonal hours.</p> <p>OPSEU requested that the number of seasons worked be tracked.</p> <p>OPSEU raised concerns that there are positions which are not truly seasonal, and have continuous work throughout the year. OPSEU would like to see these seasonal positions become permanent full-time positions.</p> <p>OPSEU requested clarification on seniority list, where it indicates where the employee is physically located.</p> <p>OPSEU inquired what “out” means; what kind of leave specifically, (with the exception of LTIP)?</p>	<b>The Employer</b>	<p>The Employer to follow up on all seasonal list items.</p> <p>The Employer to follow up on seniority list items.</p>

Date Tabled	Standing Items	Referred to	Action
<b>May 15, 2018</b> <b>Follow-up:</b> <b>November 27, 2018</b>	<b>Second Career Program Review</b>  The Employer advised that the government is undertaking a review of the areas highlighted in the line by line review report. This will inform future financial planning, identify areas for improvement including efficiencies and cost savings.	<b>The Employer</b>	Change Standing Item title to “Employment and Training Division Changes”
	<b>Training and Development</b>		Remove from the Agenda
	<b>Technological Change</b>		Remove from the Agenda
<b>May 16, 2017</b>	<b>Digital Government</b>		Remove from the Agenda

<p><b>February 27, 2018</b>  <b>Follow-up:</b>  <b>May 15, 2018</b>  <b>September 18, 2018</b>  <b>November 27, 2018</b></p>	<p><b>Value for Money Audits- Employment and Training Division, Ontario Student Assistance Branch</b></p> <p>The Employer advised that the OSAP Value for Money Audit has just been completed and expect the report to be released to the public in early December.</p> <p>The employer advised that the Employment and Training Division follow-up report is expected to be released to the public in early December.</p>	<p><b>The Employer</b></p>	<p>The Employer to provide updates as information becomes available.</p>
<p><b>December 13, 2016</b>  <b>Follow-up:</b>  <b>November 16, 2017</b>  <b>February 27, 2018</b>  <b>May 15, 2018</b>  <b>September 18, 2018</b>  <b>November 27, 2018</b></p>	<p><b>Indigenous Education</b></p> <p>The Employer advised Indigenous Cultural Competency Training has rolled out across the ministry in phases for staff.</p> <p>OPSEU asked to be advised when all the managers have completed training.</p>	<p><b>The Employer</b></p>	<p>The Employer to provide an update on the status of the training.</p>
<p><b>May 10, 2016</b>  <b>Follow-up:</b>  <b>December 13, 2016</b>  <b>September 19, 2017</b>  <b>November 16, 2017</b>  <b>November 27, 2018</b></p>	<p><b>Employment Ontario Contact Centre</b></p> <p>The Employer advised that work continues to look at improvements to the Employment Ontario Contact Centre, and will be closely monitoring any activity increase resulting from the recent social assistance and OCOT announcements.</p>	<p><b>The Employer</b></p>	<p>Employer will provide an update at each MERC meeting.</p>

	<p><b>Bill 173 – Benefits Transformation</b></p> <p>No update.</p>		Remove from the Agenda.
<p><b>September 2017 Follow-up: November 26, 2018</b></p>	<p><b>New Apprenticeship Strategy</b></p> <p>No update</p>	<b>The Employer</b>	Change the Standing Item name to “Apprenticeship”
<p><b>November 16, 2017 Follow-up:  November 27, 2018</b></p>	<p><b>Common Assessment Tool – Documents, Q’s and A’s</b></p> <p>OPSEU inquired whether this tool is still being developed.</p> <p>The employer to follow up and advise prior to next MERC meeting with potential to remove from the agenda.</p>	<b>The Employer</b>	The Employer to follow up.
<p><b>May 15, 2018 Follow-up: September 18, 2018 November 27, 2018</b></p>	<p><b>My EOIS</b></p> <p>The Employer followed up, and advised there is no system development work occurring right now, as a result of the discretionary freeze. There is a desk aid on how to get support on My EOIS for escalating issues.</p> <p>OPSEU inquired if the rollout to Stakeholders is still planned?</p> <p>The employer will follow-up and advise.</p>	<b>The Employer</b>	The Employer to follow up.
Date Tabled	Business Arising	Referred to	Action

<p><b>September 18, 2018</b></p>	<p><b>New Ministry – what is being transferred from MCI</b></p> <p>Refer to New Business Item.</p>		
<p><b>May 15, 2018</b>  <b>Follow-up:</b>  <b>September 18, 2018</b>  <b>November 27, 2018</b></p>	<p><b>Appendix 15 – looking at Fixed Term list</b></p> <p>OPSEU inquired as to why there are dates missing for the end of contracts.</p> <p>The Employer advised that they will provide the missing dates.</p> <p>OPSEU requested the clarification on the incumbency status column to ensure it reflects the many options including re-occurring and non-reoccurring status.</p> <p>OPSEU requested the Continuous Start Date for all members.</p> <p>OPSEU requested a comment section.</p> <p>The Employer stated that they only have information regarding the date an employee began in MTCU, rather than other ministries.</p>	<p><b>The Employer</b></p>	<p>The Employer will add a comment section.</p>

<p><b>May 15, 2018</b>  <b>Follow-up:</b>  <b>September 18, 2018</b>  <b>November 27, 2018</b></p>	<p><b>Compliance Officer Position</b></p> <p>The Employer explained they will be reviewing the Job Spec within the next two weeks, and will send it onwards to seek further clarification on the Classification.</p> <p>OPSEU advised that they received the package from the Compliance Officers and will be forwarding it on to the team for submission review and submission.</p> <p>OPSEU asked what the time frame for re-classification will be?</p> <p>The employer advised previous requests have taken anywhere from 3 to 4 weeks.</p> <p>OPSEU inquired if the three positions that are currently vacant would be back-filled?</p>	<p><b>The Employer</b></p>	<p>The Employer to provide status update at next meeting.</p> <p>The Employer is currently reviewing with the team, and will post temporary Compliance Officers positions ensuring that the number is below the FTE count within the branch.</p>
<p><b>May 15, 2018</b>  <b>Follow-up:</b>  <b>September 18, 2018</b>  <b>November 27, 2018</b></p>	<p><b>Information Share – SFAB Refinement</b></p> <p>The Employer advised they will remain operating under two units, until they receive direction from the new government.</p> <p>OPSEU inquired as to the status of the 2019-20 OSAP Application.</p> <p>The Employer advised, given that the new government is in the process of making decisions relating to the policy outlining to 2019-20 OSAP</p>		<p>Remove from Agenda.</p>

	<p>year, the application will be released in the Spring of 2019.</p> <p>All stakeholders have been advised.</p>		
<p><b>May 15, 2018</b>  <b>Follow-up:</b>  <b>September 18, 2018</b>  <b>November 27, 2018</b></p>	<p><b>Security Screening</b></p> <p>The Employer advised that the Police Record Checks and Reform Act came into effect November 1, 2018. This will replace the OPS's Current General and Enhanced Checks. As a result all existing Employment Security Risk Assessments will require updating to be in alignment with the new legislation.</p> <p>The new legislation only allows a check of the past five years.</p> <p>OPSEU asked what happens if someone does not pass or chooses to not voluntarily complete a security check.</p> <p>The employer advised the screening process is mandatory if applicable to your position and there is an appeal process in the information package if needed.</p> <p>The new process and materials are available on MyOPS for members.</p>	<p><b>The Employer</b></p>	<p>Remove from Agenda</p>



<p><b>September 19, 2017</b>  <b>Follow-up:</b>  <b>November 16, 2017</b>  <b>February 27, 2018</b>  <b>May 15, 2018</b>  <b>September 18, 2018</b>  <b>November 27, 2018</b></p>	<p><b>FAA –new position (SDA- school scheduling clerks do this work as OA 9) but this new position without the other school scheduling work is OA 10 – Seat purchase planning</b></p> <p>OPSEU advised this issue arose in May, and wanted clarity on whether the FAA position would expand throughout the regions. OPSEU raised concerns that there were OA 9 positions, and in some regions, OA 8 positions, completing OA 10 duties. OPSEU is concerned that there is lack of consistency throughout the province.</p>	<p><b>The Employer</b></p>	<p>OPSEU to provide summary of issue.</p> <p>Employer to follow up on summary.</p>
<p><b>February 27, 2018</b>  <b>Follow-up:</b>  <b>May 15, 2018</b>  <b>September 18, 2018</b>  <b>November 27, 2018</b></p>	<p><b>Role of Employment Training Officer vs Employment Training Consultant</b></p> <p>The Employer advised that the ministry has 15 ETO positions, of which 5 are currently vacant. The employer was seeking clarity on what information OPSEU is seeking.</p> <p>OPSEU inquired what is happening to the ETO position more specifically asked if the current ETO's are doing ETC work.</p> <p>The employer advised ETO should be working to their current job spec and any concerns of ETO's doing ETC work should be shared at the MERC table.</p> <p>The Employer advised at this time there is no plan to convert the positions.</p>	<p><b>The Employer</b></p>	<p>The Employer to follow up.</p>

Date Tabled	New Business	Referred to	Action
<p><b>November 27, 2018</b></p>	<p><b>3 Pilot Projects- Employment and Training Division- Multi-ministerial approach - Marilee Fullerton Announcement made on November 22, 2018</b></p> <p>OPSEU inquired as to what are the 3 Pilot Projects that were announced on November 22, 2018.</p> <p>The employer responded that there was no news at this time.</p> <p>However, the employer referenced there was a joint news conference regarding the Social Assistance Program between MCCSS and MTCU. This is primarily a MCCSS initiative. Ontario Works, ODSP and MTCU programs will be collaborating. MTCU is working with MCCSS at a policy level to look at ways to improve service delivery when it comes to employment services and support programs.</p>	<p><b>The Employer</b></p>	<p>The Employer will provide information as it becomes available.</p>

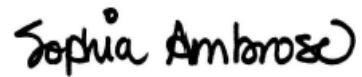
<p><b>November 27, 2018</b></p>	<p><b>Transfer of Ontario College of Trades Support Unit from Ministry of Labour to the Ministry of Training, Colleges and Universities</b></p> <p>Announcement was made by the Deputy Minister on November 23<sup>rd</sup> to staff to advise them of this transfer.</p> <p>The Ontario College of Trades Support Unit is transferring into the TCU Apprenticeship branch.</p> <p>There were no OPSEU jobs affected by this transfer.</p> <p>OPSEU requested the Organizational Charts that were to be attached to the Disclosure Notice.</p>	<p><b>The Employer</b></p>	<p>The Employer to provide the Org Charts.</p>
<p><b>November 27, 2018</b></p>	<p><b>Changes to the Ontario Colleges of Trades and Apprenticeship Act</b></p> <p>Bill 47 has received royal assent on November 22, 2018.</p> <p>This is related to the College of Trades, and the Employer provided updates on four aspects:</p> <p>Apprenticeship Ratios are now 1:1 in all trades effective November 22, 2018 as outlined in the Q &amp; A document released to all staff.</p> <p>Implementation of a moratorium on classification or reclassification of trades effective November 22, 2018 as outlined in the Q &amp; A document</p>	<p><b>The Employer</b></p>	<p>The Employer to provide timeline for Item #3.</p> <p>The Employer to provide next steps for Item #4.</p> <p>The employer made a commitment to advise OPSEU MERC team as information becomes available.</p>

	<p>released to all staff. De-prescribing low volume trades.</p> <p>Wind- down of The Ontario College of Trades is anticipated for the Spring of 2019.</p> <p>The Employer advised that there will be a transition team to manage the logistics of the wind down of the Ontario College of Trades.</p> <p>OPSEU inquired as to when this will take place. OPSEU also advised that they be included in the transition team.</p> <p>OPSEU asked what will happen to the approximately 150 OPSEU Ontario College of Trade employees, and how they will be impacted by this transition and wind-down.</p> <p>The employer advised that work continues as is and are working to ensure messaging is consistent to both TCU and OCOT staff.</p> <p>OPSEU asked if the plan includes setting up a new entity?</p> <p>The employer responded that they have not heard anything regarding a new entity. The employer responded that a replacement regime will be brought forward in early 2019.</p>		
--	---	--	--

<p><b>November 27, 2018</b></p>	<p><b>Hiring freeze</b></p> <p>OPSEU asked does the employer anticipate the hiring freeze for permanent positions to continue.</p> <p>The employer advised they do not have an answer for this question at this time.</p> <p>OPSEU inquired if TEI's being considered in this current environment?</p> <p>The employer advised that the TEI process has not changed.</p> <p>OPSEU provided statistics showing 41 OPSEU positions have been posted as temporary as of November 5, 2018.</p> <p>How can OPSEU push to get permanent postings?</p> <p>The employer responded this is a challenge across all OPS ministries.</p> <p>All Collective Agreement provisions will remain in place.</p>	<p><b>The Employer</b></p>	<p>Remove from Agenda.</p>
---------------------------------	---	----------------------------	----------------------------

<p><b>November 27, 2018</b></p>	<p><b>2019 Meeting dates</b></p> <p>Tuesday February 26<sup>th</sup>, 2019          Tuesday June, 18<sup>th</sup>, 2019          Tuesday September 24<sup>th</sup>, 2019          Tuesday December 17<sup>th</sup>, 2019</p>		<p>Remove from Agenda</p>
---------------------------------	--	--	---------------------------

For the Union:



Sophia Ambrose

Date: November 27, 2018

For the Employer:



Jan Hughes

Date: November 27, 2018