

**Ministry of Finance**  
**Minutes of Ministry Employee Relations Committee (MERC) Meeting**  
**February 26, 2019**

**For the Union**

Tracey Cribbs (Co-Chair)\*\*  
 Dave Bissoon (Vice-Co-Chair)  
 Patrick Davidson (Member)  
 Roger Naokes (OPS negotiator, OPSEU)

**For the Ministry**

Brandon Chaput (Co-Chair)  
 Nadia Williams (Member)  
 Michelle Johnson (Member)  
 David Hall (Member)  
 Antonia Lostoridis (Member)  
 Lisa Mayerhofer (ERD – resource)  
 Sarah Teschner (SBU - note-taker)  
 Diane Painter (Guest)

Regrets: Kelly Reddy (Health and Safety Member)

(\*\*indicates meeting chair)

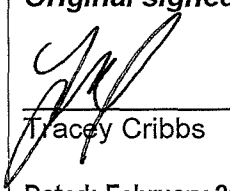

Date Tabled		Referred To	Action
Standing Item	<p><b>Minutes of the Previous Meeting</b></p> <p>Minutes of the meeting held on December 19, 2018 were signed following the meeting and have subsequently been posted on the <a href="#">Human Resources intranet site</a> and OPSEU website.</p>		
<b>Standing items:</b>			
Standing Item	<p><b>1. Notifications</b></p> <p>Zero (0) Ministry disclosures have taken place since the last meeting of December 19, 2018.</p>		
<p>Standing Item</p> <p>2019/02/26</p>	<p><b>2. Health and Safety: Status of Divisional Workplace Violence Risk Assessments (WVRA's)</b></p> <p>Annual WVRA report is expected in April 2019. WVRA Status Reports to be provided on a quarterly basis to JHSC. Management provided an update on potential process improvements.</p>	<p>Management</p>	<p>Review at next meeting.</p>

<p>Standing Item</p> <p>2018/06/19</p> <p>2018/12/19</p> <p>2019/02/26</p>	<p><b>3. MOF WSIB Report</b></p> <p>Management provided report to the Union on June 4, 2018 for the fiscal year. The parties agreed to reflect this item as the <b>MOF WSIB Report</b> instead of Matrix Report for future meetings.</p> <p>Next report is expected in the Spring/Summer 2019.</p> <p><u>WSIB Ontario Compass</u></p> <p>Next report is expected in the Spring/Summer 2019.</p>	<p>Management</p>	<p>Management to continue to provide on a yearly basis.</p>
<p>Standing Item</p>	<p><b>4. Appendix 15 – Fixed Term Report</b></p> <p>The parties agreed to continue to review the Fixed Term Report to ensure compliance with the OPSEU collective agreement.</p> <p>Management provided the Union with the report on February 12, 2019.</p> <p>OPSEU will provide the names to Management after the meeting for follow up.</p>	<p>Management</p>	<p>Management to continue to provide quarterly, in advance of MERC meetings.</p>
<p>Standing Item</p> <p>2019/02/12</p>	<p><b>5. New and Reclassified Job Descriptions – Article 1.4</b></p> <p>The parties agreed to reflect this item as <b>New and Reclassified Job Descriptions – Article 1.4</b> for future meetings.</p> <p>Of the one (1) position description that was disclosed since December 19, 2018 to OPSEU with a copy to the Union MERC Co-Chair, one (1) were inside the OPSEU bargaining unit.</p>	<p>Management</p>	<p>Management to continue to provide monthly, in advance of MERC meetings</p>

<b>Previous Business:</b>			
2016/03/08	<b>1. Financial Services Commission of Ontario (FSCO)/Financial Services Regulatory Authority of Ontario (FSRA) Update</b>		
2018/12/19	The subcommittee of the MERC has been established and five meetings have occurred since the last MERC meeting to share information on the transition from FSCO to FSRA. The purpose of the subcommittee is to discuss items of mutual interest related to the transition. All items related to the FSCO/ FSRA transition will be discussed at the subcommittee. The subcommittee continues to work through items shared to date. Updates to MERC will be provided as required.  <u>FSCO Website</u>		
2019/02/26	The subcommittee provided an update. The parties agreed the subcommittee will continue to meet biweekly to facilitate the transition.  <u>FSCO Home Intranet Page</u> (Note this page can only be accessed by FSCO employees)	Union/ Management	Parties commit to provide updates as required.
2016/03/08	<b>2. Bill 173 Benefits Transformation Initiative</b>		
2018/06/19	Management advised the Benefits Administration Integration Act received Royal Assent on April 2016; however, it has not yet been proclaimed. Proclamation of the legislation and regulations under the Act will be required before changes can be implemented. Management to provide updates as it becomes available.		
2018/10/03	Management commits to provide updates as information becomes available.		
2018/12/19	Management has no updates at this time. The parties recognize that this item is being discussed at CERC.		
2019/02/26	Management has no updates at this time. This item has been removed from the CERC agenda.	Management	Management to provide update when available.

<p>2018/03/21</p> <p>2018/06/19</p> <p>2018/10/03</p> <p>2018/12/19</p> <p>2019/02/26</p>	<p><b>3. MERC Terms of Reference</b></p> <p>MERC members continued discussions regarding proposed changes to the Terms of Reference.</p> <p>The Union has requested additional time to review and commits to responding to Management as soon as possible.</p> <p>The Union has requested deferral of this item as Terms of Reference are being discussed at CERC.</p> <p>The Union will provide an update to management by January 31, 2019.</p> <p>The Union provided an update to management on January 31, 2019.</p> <p>The parties have finalized the Terms of Reference and commit to reviewing in a year.</p>		<p>Parties to finalize signing copies. Remove from agenda.</p>
<p>2018/06/19</p> <p>2018/10/03</p> <p>2018/12/19</p> <p>2019/02/26</p>	<p><b>4. Telework Agreements</b></p> <p>Management requested information regarding the Union's process for finalizing telework agreements. There continues to be delays in implementing telework arrangements.</p> <p>The parties agree to develop standardized Ministry Compressed Work Week (CWW) and Ministry Telework agreements to streamline the timely and efficient approval process to better promote the parties commitment to support flexible work arrangements.</p> <p>The parties have drafted a standardized Ministry template for telework and CWW arrangements.</p> <p>Management will provide the draft template telework and CWW agreement to the Union by January 31, 2019 for review.</p> <p>Management provided the draft template telework and CWW agreement to the Union on January 31, 2019.</p> <p>The Union provided additional language for consideration. The parties agreed to review and discuss at the next meeting.</p>	<p>Union/ Management</p>	<p>Review at next meeting.</p>

<p>2018/10/03</p> <p>2018/12/19</p> <p>2019/02/26</p>	<p><b>5. Health and Safety Statistics</b></p> <p>The Union has requested a number of items related to health and safety statistics under the OHSA Section 12.</p> <p>The Union is requesting annual reports as per the legislative requirements under the OHSA section 12 (1) and (2). The Union has requested information on how these incidents are being addressed and remedied.</p> <p>The ministry is meeting the legislative reporting requirements under the OHSA – see item #3 in Standing Items. Management will provide information on how these incidents are being addressed and remedied for the next meeting.</p> <p>Management provided an update including procedures for incident reporting and the work being done to improve the tracking of near misses. Management continues to review opportunities to promote awareness across the Ministry and increase engagement of JHSCs.</p>	<p>Management</p>	<p>Management to provide update when available. Review at next meeting.</p>
<p>2018/12/19</p> <p>2019/02/26</p>	<p><b>6. Fall Economic Statement &amp; Bill 57</b></p> <p>The Union would like information on how (or if) the changes will affect members. The Union requested how it will affect or may affect the work of the membership. For example change in work load, change in work to be done, shifting of duties, etc.</p> <p>The Union will provide specific areas of concern from the Fall Economic Statement &amp; Bill 57 by January 31, 2019.</p> <p>Union requested to defer this item.</p>	<p>Union</p>	<p>Review at next meeting.</p>

2018/12/19	<b>7. Loner Mobile</b> The Union raised concerns regarding the loner mobile application used by inspectors.		
2019/02/26	Management provided an update and sought clarification from the Union on the issue. Management to follow up.	Management	Management to provide update as it becomes available. Review at next meeting.
2018/12/19	<b>8. Personal Emergency Leave (PEL) Days</b> The Union requested information on the status of PEL days. Management advised there is no information at this time.		
2019/02/26	Management provided an update on January 22, 2019.  <u>Fact Sheet</u>		Remove from agenda.
<b>New Business</b>			
2019/02/26	<b>1. IT Security – Shared Folders</b> The Union raised concerns regarding access to shared folders and implications for protection of privacy. Management provided an update on processes and procedures and committed to provide additional information as it becomes available.	Management	Review at next meeting.
2019/02/26	<b>2. Security Check Documents</b> The Union raised concerns regarding the process for security checks. The Union committed to providing additional information as available. Management sought and received clarification and will report back at the next meeting.	Union/ Management	Review at next meeting.
	<b>Next Meeting</b> May 28, 2019		
	<b>Original signed by:</b>  Tracey Cribbs  Brandon Chaput Dated: February 26, 2019		