

**Ministry of Citizenship and Immigration**  
**Employee Relations Committee (MERC) Meeting**  
 Thursday, December 8, 2016 9:30 am to 12:30 pm  
 Duchesse Room, Chelsea Hotel, 33 Gerrard St. W., Toronto

**In Attendance**

For the Union	For the Employer	Guests	Regrets
Darren Winger Co-Chair & Meeting Chair	Sue Hastie Co-Chair	T. Marzotto	Cassandra Burt-Gerrans Employee Relations Advisor
Caroline Loiselle	Joanne B�nard	P Morash	
Marlene Wright			
Cindy Abric-Forsyth Negotiator, OPS	Erin Sarantis Employee Relations Advisor		

Agenda Item	Business Arising (Updates)	Action
a) All Staff Day 2016	Commitment at last meeting to confirm acknowledgement of MERC Team at the 2016 All Staff Day. Employer confirmed this did occur at day's end.  OPSEU to recommend a more strategic placement in the schedule.	Remove from agenda.

Agenda Item	Business Arising (Updates)	Action
<p><b>b) OPS Retirement Surge</b></p>	<p>The Employer reported there have been retirements, but not a significant surge, relative to other Ministries.</p> <p>OPSEU inquired as to whether related vacancies are being posted and filled.</p> <p>The Employer advised that vacancies which arise from attrition are considered against ongoing operational requirements.</p>	<p>Remove from agenda.</p>
<p><b>c) OWD Organizational Structure Review</b></p>	<p>The Employer committed to a status update at the last meeting, with specific regard to the Ontario Women's Directorate engaging a consultant as part of this review. As part of this process, staff were provided with a survey, which was shared with the Union.</p> <p>At the last meeting, OPSEU inquired as to what external consultation(s) may have occurred. The Employer reported that no external partners were engaged and there was no staff engagement beyond OWD.</p> <p>The Employer also clarified that OWD is now under the auspices of MTCS; therefore, is proposing that related matters be addressed at the MTCS MERC.</p>	<p>Remove from agenda.</p>
<p><b>d) Designated Positions (Markham)</b></p>	<p>At the last meeting, OPSEU had inquired as to what steps RSB was taking to ensure appropriate FLS services/positions in this area.</p> <p>The Employer confirmed that FLS services will be provided by existing designated staff in the Region.</p>	<p>The Employer will follow up as to the status of the designated position in Simcoe within two (2) weeks.</p>

Agenda Item	Business Arising (Updates)	Action
	The Union requested further clarification as to whether a vacant designated position in Simcoe will be posted.	

Agenda Item	Standing Items	Action
a) Program Updates	<p><u>CID Realignment:</u></p> <p>The Employer advised that an all staff meeting was held in September 2016, where the overarching vision for the proposed organization was shared. No further updates at this time.</p> <p>Further updates and/or disclosure will be provided as decisions are made/as information becomes available.</p>	CID: Updates will be provided as decisions are made/information becomes available.
b) Fiscal Update	The Employer provided a fiscal update.	Keep as a standing item.
c) Reports	<p>The Employer provided the quarterly fixed-term report to the Union on December 5, 2016.</p> <p>The Employer confirmed that information with respect to seasonal seniority will continue to be shared on an annual basis.</p>	<p>Keep as a standing item.</p> <p>Seasonal Seniority report to be shared in 2017.</p>
d) RSB Regional Advisors 'Activity Reporting'	The Union had requested an update with respect to Q2 results and flagged ongoing concerns with inconsistencies, specifically as related to inputs/outputs.	ER will remind Managers to share the reports, as appropriate.

Agenda Item	Standing Items	Action
	<p>The Employer indicated that Q1 activity reports are available for review, and that Q2 reports are anticipated to be available within the next 1-2 weeks.</p> <p>The Employer committed to advising Managers to share the reports as appropriate, and will be available for discussion with staff, should questions arise.</p>	
e) Disclosures	No update.	Keep as a standing item.
f) Training and Development	<p>The Union identified ongoing concerns with respect to ASMP data integrity and flagged that other Ministries are identifying a dedicated ASMP Advisors, who may provide support for ASMP issues/training.</p> <p>The Union also identified the need for potential training with respect to the Truth and Reconciliation Report.</p>	<p>Keep as a standing item.</p> <p><b>ASMP:</b> ER will follow up as to role of ASMP Advisors and will update as to any scheduled training dates.</p> <p><b>Truth and Reconciliation:</b> The Employer will take this back as a possible item to be added to the agenda for the 2017 All Staff Day.</p>
g) ERC Training	Additional dates for Phase 1 Training are anticipated in 2017.	<p>Keep as a standing item.</p> <p>The MERC committee will monitor dates on a go-forward basis.</p>
h) ASMP	The Union requested additional break down of the ASMP data provided.	Keep as a standing item.

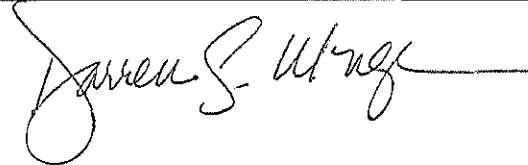
Agenda Item	Standing Items	Action
	The Parties flagged ongoing issues with data integrity, which is also being addressed at the CERC level.	

Agenda Item	New Business	Action
a) Community Hub Initiative	<p>The Union has inquired as to whether MCI is part of the CHI working group and has further identified its concerns with not being identified as part of such. :</p> <p>The Employer confirmed that MCI is not identified as part of the CHI working group, but suggested that the concerns as above noted be flagged at Regional Meetings.</p>	ER to determine whether a speaker can be arranged on the CHI initiative for a future meeting.
b) MERC Terms of Reference	<p>The Employer has provided the existing terms of reference, circa 2010.</p> <p>The Parties agreed to review on an annual basis.</p> <p>In the interim, the Parties will review the existing TOR and will schedule a teleconference to discuss any related issues in January 2017.</p>	Parties to review TOR and schedule an interim teleconference (January 2017).

Agenda Item	New Business	Action
c) Regional Co-ordinator Position	<p>The Union flagged its ongoing concerns with the perceived managerial role of some RCs, with specific regard to AMAPCEO-represented RC positions, and the direction of work/ensuring confidentiality.</p> <p>At the May 2016 meeting, the Union requested that Managers are either copied on all requests for work, or that such requests clearly reflect that it is on behalf of Management.</p> <p>The Employer advised that AMAPCEO-represented RC positions are not directing work, but rather, are distributing work/work flow.</p>	<p>ER will remind Managers of the distinction between direction of work and distribution of work/work flow.</p> <p>ER will further remind Managers of request to either copy or indicate that requests are on behalf of Management.</p>
d) 2017 Meetings	Dates were proposed for April (ER), June (Union), September (ER) and December (Union) 2017.	Calendar invites will be sent out for January 2017.

For the Union:

Date: December 8, 2016



For the Employer:

Date: December 8, 2016

