

MINISTRY OF TOURISM, CULTURE AND SPORT

MERC MEETING MINUTES

Date: September 17, 2014

Location: OPSEU Head Office, 100 Lesmill Rd., Toronto

FOR OPSEU

David Pohlko (Meeting Chair, Co-Chair)
Edward Yanofsky
Julian Whittam
Brian Lawless

Cindy Forsyth (Job Security Officer)

Regrets:

Guests:

Tony Marzotto, Director, Corporate Resources Branch

Recorder: Cathy Bristo, SBU/Human Resources Branch

FOR THE EMPLOYER

Nancy Rowland (Co-Chair)
Joanne Bénard
Debbie Jewell
Diane Wise

Robert Gordica (ER Team Lead)


Regrets: Shenouka Dissanayake (ER Advisor)

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
1. Previous Minutes	June 12, 2014 minutes were signed and posted.	
2. BUSINESS ARISING (UPDATES)		
a) MERC Terms of Reference	Parties have committed to have ongoing discussion related to seasonal employees attending MERC meetings during their hiatus.	Employer to provide a copy of the current proposed terms of reference to the Union.


AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
b) Disclosure Process – Discussion (OHT/Culture Division)	<p>The Employer confirmed that they have reminded management of formal disclosure obligations and informational shares with the Union.</p> <p>The Union provided additional information related to issues raised at the previous MERC meeting.</p> <p>The Union asked for additional information sharing with staff across the ministry and agencies.</p>	<p>The Employer will investigate the matter at OHT.</p> <p>The Employer will follow up on information sharing practices across the organization and report back.</p>
c) Agency Reviews – General Inquiry	<p>The Employer reported that the OHT continues to evaluate the ongoing business needs of the Elgin and Winter Garden Theatre Centre as it implements the approved operational model and is considering these requirements as it reviews and updates position descriptions. Consultations with staff continue as part of this process. It is anticipated that updated position descriptions will be forwarded to the ECU for review in late fall.</p>	<p>Item removed from the agenda.</p>
d) OPC Revitalization Branch – OPSEU complement	<p>The Employer provided confirmation of the OPSEU staff complement in the Branch on September 15, 2014.</p>	<p>Item removed from the agenda.</p>
e) Ontario Place Corp – OPSEU complement	<p>The Employer provided confirmation of the OPSEU staff complement in the Corporation on September 15, 2014.</p> <p>The Employer updated the Union on what is occurring at Ontario Place Corporation on existing lines of business. Discussion occurred regarding the Security complement.</p>	<p>Item removed from the agenda.</p>
f) Unpaid Interns & Volunteers (SLPC & OSC)	<p>The parties discussed the use of volunteers in the two areas. A review is underway at the OSC.</p>	<p>The Employer will take the request back to other areas on the use</p>

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
		volunteers as requested by the Union and report back. The Employer will report back on its review.
3. STANDING ITEMS		
a) OPS Employee Engagement Survey	OPS Employee Engagement Survey results were shared with staff via the OPS Weekly at the end of July. Ministry Employee Engagement Survey results are not available at this time. The Employer commits to keeping the Union informed as further information becomes available.	Remains as a standing item.
b) Fixed Term (unclassified) list	E-versions of the previous quarter reports, shared in hard copy at the June MERC meeting, were provided to the Union on September 15, 2014. Fixed-term reports for this quarter (data as of July 31, 2014) were also provided to the Union on September 15, 2014.	The Employer will take away the request to provide CSD information for FXT staff and report back. Remains as a standing item.
c) Seasonal Seniority List (2013)	E-versions of the 2013 Seasonal Seniority List were shared with the Union on September 3, 2014. The Union received the information in hard copy at the June MERC meeting.	Remains as a standing item.
d) MTCS OPSEU Seniority List	The MTCS OPSEU Seniority List was provided to the Co-Chairs on September 4, 2014.	Remains as a standing item.
e) RBP and Expenditure	The Employer provided a fiscal update.	Remains as a standing item.

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Management		item.
4. NEW BUSINESS a) Accessibility of Documents (CERC item)	<p>The parties reported that CERC has encouraged MERCs to use an accessible format for their minutes.</p> <p>The Employer reported that an accessible format is being used for the MTCS MERC minutes.</p>	Remove from the agenda.
b) Definition of fixed-term contract categories including seasonal.	<p>The Union asked for information on the group definition for Groups 1 through 4 for Fixed Term Contracts.</p> <p>Further discussion occurred on employment status.</p>	The Employer will take away the request to provide definitions for groups 1, 2, 3 and 4 and report back.
NEXT MEETING:	To be confirmed.	

For the Union


Date:
September 17, 2014

For the Employer


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September 17, 2014