

Ministry of Tourism, Culture and Sport
Employee Relations Committee (MERC) Meeting
Wednesday, April 13, 2016 9:30 am to 1:00 pm
Boardroom 5A, 5th Floor, 400 University Avenue, Toronto

In Attendance

For OPSEU:

Julian Whittam (Co-Chair)
Edward Yanofsky
Rod Sawyer

Cindy Abric-Forsyth (Negotiator)

Guests: Tony Marzotto, Director, Corporate Resources Branch

Recorder: Cassandra Burt-Gerrans

For the Employer:

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

Cassandra Burt-Gerrans (Employee Relations Advisor)

Agenda Item	Discussion	Action Required
1. September 17, 2014 minutes	Minutes have been signed off and posted.	

Agenda Item	Discussion	Action Required
2. BUSINESS ARISING (UPDATES)		
a) MERC Terms of Reference	<p>Parties have committed to have ongoing discussions related to seasonal employees attending MERC meetings during their hiatus / off contract periods as well as student and fixed term participation. The Union has provided a proposal in relation to this issue.</p> <p>Parties are in agreement regarding the remaining terms in the Terms of Reference.</p>	<p>The Employer to consider and respond to the Union's proposal prior to the next MERC meeting.</p> <p>The Employer to provide a copy of the Terms of Reference with housekeeping amendments.</p>
b) Disclosure Process and FYIs	<p>The Employer confirmed that disclosure is required where there is a change that materially and substantially affects the working terms and conditions of an employee, and as required by Article 1.4 of the Collective Agreement.</p> <p>The Employer also confirmed that they will provide FYIs for the purpose of information sharing where there is no impact to employees.</p> <p>The Union expressed concern that revised job descriptions are not being disclosed.</p>	<p>The Employer will look into other ministry practises regarding disclosure and revised job descriptions.</p>
c) Unpaid Interns & Volunteers (SLPC & OSC)	<p>The Employer provided an update regarding the use of unpaid interns & volunteers at OSC and SLPC.</p>	<p>The Employer to provide clarification on the meaning of 'voluntary sector' in the Minister's mandate letter.</p> <p>Remove from the agenda.</p>

Agenda Item	Discussion	Action Required
<p>d) Definition of FXT Categories</p>	<p>The Union inquired about the definitions of fixed-term categories (ie. Group 1, 2, 3) and their relationship to the employment categories in the collective agreement. The Employer provided a copy of the most recent version of the definitions.</p> <p>The Union expressed concerns regarding the application of different provisions in the Collective Agreement for the same work, where there is a change in type of employment contract.</p>	<p>The Union will review the document and will follow up with additional questions.</p>
<p>3. STANDING ITEMS</p>		
<p>a) Fixed-term List</p>	<p>The Employer provided the Union with the Fixed-Term List on April 11, 2016.</p>	<p>The Employer will follow up regarding information related to original hire date into the OPS.</p> <p>Remains as a standing item.</p>
<p>b) Seasonal Seniority List</p>	<p>The Employer will provide the Union with the Seasonal Seniority List as soon as possible.</p>	<p>Remains as a standing item.</p>
<p>c) MTCS OPSEU Seniority List</p>	<p>The Employer will provide the Union with the MTCS OPSEU Seniority List as soon as possible.</p>	<p>Remains as a standing item.</p>
<p>d) Expenditure Management</p>	<p>Employer provided a fiscal update.</p>	<p>Remains as a standing item.</p>

Agenda Item	Discussion	Action Required
4. NEW BUSINESS		
a) LERCs	The Parties are reviewing the use of LERCs across MTCS with the goal of increasing access to LERCs across the Ministry.	The Parties will follow up with their colleagues in the LERCs.
b) Succession Planning	The Union requested information regarding MTCS's succession planning related to changes in retirement benefits. The Employer has confirmed that employees and managers are encouraged to plan ahead.	The Employer will provide updates as required.
c) TEI statistics	The Union expressed concerns that they have not received TEI statistics for MTCS.	The Union and Employer will follow up with their corporate counterparts.
d) Reclassifications	Defer to next meeting.	The Employer will provide information to the Union on the reclassification process at the next MERC meeting.

For the Union: signed by Julian Whittam

For the Employer: signed by Nancy Rowland

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