

Ministry of Tourism, Culture and Sport Employee Relations Committee (MERC) MEETING

Tuesday, May 9, 2017 9:30am to 12:00pm
Boardroom D, 31 Wellesley Street E., Toronto, Ontario

In Attendance

For the Union	For the Employer	Guests	Regrets
Julian Whittam (Meeting Chair) Darlene Kinnear Anthony Sword Cindy Abric-Forsyth (OPS Negotiator)	Joanne Bénard Diane Wise Debbie Jewell Cassandra Burt-Gerrans (ERA)	Tony Marzotto	Nancy Rowland (Co-Chair) Cathy Spencer (OPSEU)

Agenda Item: Meeting Minutes	Discussion	Action Required
September 28, 2016 minutes	Minutes have been signed off and distributed.	No action required.

Agenda Item: Business Arising	Discussion	Action Required
MERC Terms of Reference	This item is deferred to the next meeting.	The item will be raised at the next meeting.
Disclosure Process and FYIs – Employer Report Back	<p>The Employer informed the Union that FYIs will continue to be sent only to the MERC Co-Chairs and the OPSEU Negotiator, and not to the central OPSEU disclosure mailbox.</p> <p>The Union affirmed the importance of sharing information between the parties.</p>	Remove from the agenda.
Volunteers	This item is deferred to the next meeting.	The item will be raised at the next meeting and the Employer will provide materials for the next meeting.
Succession Planning – Update	<p>The Employer reported on the retirement surge and indicated that it was smaller than expected.</p> <p>The Union inquired as to any additional plans for succession planning for the future. The Employer indicated that managers are being encouraged to continue succession planning conversations.</p>	The Employer will continue to provide updates as required.
Transition Exit Initiative (TEI) Statistics – Employer Report Back	The Employer confirmed that statistics are provided at the corporate level and that the Union is cc'd on the TEI template letters.	The parties to look into specific cases to reconcile information.

Agenda Item: Business Arising	Discussion	Action Required
Reclassification Process	<p>The parties acknowledged that the classification system is outdated and requires revision. The parties expressed concerns that the process is not perceived as transparent or consistent. The parties agreed that more information and a presentation on the classification process would be beneficial for this MERC table.</p> <p>The parties agreed that any special cases will be reviewed at the MERC table.</p>	<p>The parties will review the resources that are available on the classification process and will report back at the next meeting.</p> <p>The Union will look into having the Appendix 7 team provide a presentation.</p> <p>The Union will investigate any special cases and report back at the next meeting.</p>
Working Conditions (Students) – Discussion	<p>The Union confirmed the importance of students and expressed concerns regarding the retention of students and the working conditions for students.</p>	<p>The parties will continue to discuss this issue at the next meeting.</p>
Security Clearance	<p>The Employer indicated that the Transition and Security Office will provide a presentation.</p>	<p>The Employer will arrange for TSO to present at the next MERC meeting.</p> <p>The Employer will follow up with TSO on the contact information provided during the security check process.</p>
Interpreters (SLPC)	<p>This item is deferred until the next meeting.</p>	<p>The item will be raised at the next meeting.</p>

Agenda Item: Business Arising	Discussion	Action Required
Licensing Fees	The Union inquired as to whether the Ministry pays licensing fees for its employees. The Employer confirmed that the Ministry does not pay licensing fees.	Remove from the agenda.
Centre for Employee Health, Safety and Wellness (CEHSW) Reports	The Employer does not have any new reports from CEHSW.	The Employer will inquire as to whether the EAP provider can do a presentation at the next meeting.

Agenda Item: Standing Items	Discussion	Action Required
Fixed-term List (unclassified) List – Information share	The Employer shared the fixed-term list on May 1, 2017.	Remains as a standing item.
Seasonal Seniority List – Information Share	The Employer will share the seasonal seniority list as soon as it is available.	Remains as a standing item.
Expenditure Management – Information Share	The Employer provided a fiscal update.	Remains as a standing item.
Successes	The parties discussed the recent successes that have been achieved by the MERC table, including the election of new MERC team members.	Remains as a standing item.

Agenda Item: New Business	Discussion	Action Required
FXT – Group 2 - Discussion	This item is deferred to the next meeting.	The item will be raised at the next meeting.
MERC Training	The parties will be participating in ERC training on June 20, 2017.	No action required.
RPT Positions	The Union had requested a list of RPT employees within MTCS and the hours that have been worked within the last three years. The Employer provided the seniority list for MTCS. The Union expressed concerns over discrepancies in the information.	The Employer will follow up on any discrepancies flagged by the Union. The Employer will review whether it is possible to provide the hours worked for RPT employees.
Organizational Changes at Fort William Historical Parks	The Union inquired whether there were any organization changes occurring at FWHP.	The Employer will report back at the next meeting.

Next Meeting: July 5, 2017 at 9:30 am

For the Union: Original signed by Julian Whittam

Date: May 23, 2017

For the Employer: Original signed by Joanne B nard

Date: May 23, 2017