

**Ministry of Tourism, Culture and Sport  
Employee Relations Committee (MERC) Meeting**  
Friday, February 8, 2019 1:30 pm to 4:00 pm  
400 University Ave, 5<sup>th</sup> Floor, Boardroom 5B Toronto, Ontario

**In Attendance:**

**For OPSEU:**

Darren Winger (Co-Chair)  
Anthony Sword  
Marlene Wright  
Tom Henbest

**For the Employer:**

Maureen Buckley (Meeting Chair)  
Joanne Bénard  
Debbie Jewell  
Jennifer Tarini

Cindy Abric-Forsyth (OPS Negotiator)

Kristina Radulska (ERA)

**Guests:** Nadia Eid

**Regrets:**

**Observers:**

**Recorder:** Michael Turk

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Agenda Item	Discussion	Action Required
<b>1. Welcome and Introductions</b>		No action required.
<b>2. May 29, 2018 Minutes</b>	Minutes have been signed and distributed.	No action required.
<b>3. BUSINESS ARISING (UPDATES)</b>		
<b>a) MERC Terms of Reference - Discussion</b>	The Union proposed to consolidate elements of the MCI and MTCS MERC Terms of Reference.  The Employer confirmed the MTCS Commission Public Bodies.	The Union will provide a draft for consideration in advance of the next meeting.
<b>b) Working Conditions (Students) - Discussion</b>	The Parties discussed the development of a joint memo to LERC Co-Chairs encouraging ongoing dialogue at the program level on enriching the student experience.  The Parties discussed encouraging LERC teams to promote collaboration and provide feedback on successes and challenges.	The Co-Chairs will work offline to develop a communique to the LERC Co-Chairs to distribute in April 2019.
<b>c) RPT positions (SLPC) - Update</b>	The Parties have resolved this particular matter.	Remove from the agenda.

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<b>d) Employee &amp; Family Assistance Program Orientation Session - Update</b>	The Parties confirmed there is an interest in having the service provider provide the MERC with an overview of available EFAP services.	The Employer will endeavour to schedule a presentation for the next MERC meeting.
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<b>4. STANDING ITEMS</b>		
<p><b>a) Fixed-term (unclassified) List - Information Share</b></p>	<p>The Employer shared fixed-term lists with the Union on February 4, 2019.</p>	<p>The Union will work offline with questions regarding the Fixed-Term list.</p> <p>The Employer will provide the MERC team with information on Fixed-Term categories.</p> <p>Remains as a standing item.</p>
<p><b>b) Seasonal Seniority List - Information Share</b></p>	<p>The Employer shared seasonal seniority as at December 31, 2018 with the Union on February 4, 2019.</p>	<p>The Employer will share the seasonal seniority list for Destination Ontario (OTMPC) and Fort William Historical Parks (FWHP) with the Union offline.</p> <p>Remains as a standing item.</p>
<p><b>c) Expenditure Management - Information Share</b></p>	<p>The Employer provided a fiscal update.</p>	<p>Remains as a standing item.</p>
<p><b>d) Successes</b></p>	<p>The Parties agreed to continue to set time aside to celebrate past successes and reflect on learnings at the MERC table.</p>	<p>Remains as a standing item.</p>

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<b>5. NEW BUSINESS</b>		
<p><b>a) Honours &amp; Awards: Volunteer Service Awards (VSA) Program</b></p>	<p>The Union inquired as to the strategy for VSA ceremonies in 2019 and inquired on formal communications to staff and stakeholders.</p> <p>The Employer noted that final direction on the 2019 VSA ceremonies is pending and therefore formal planning has not yet begun.</p>	<p>The Employer Co-Chair will work to provide an update on the status of the program and formal communication when available.</p>
<p><b>b) Delegation of Authority: Special and Compassionate Leave</b></p>	<p>The Union inquired about the delegation of authority level for Special or Compassionate Leave. The Employer indicated that the delegation level spans from Manager to Deputy Minister, and the Public Service Commission, depending on the length of the leave.</p>	<p>The Employer will provide additional information in relation to the request and approval process for Special or Compassionate Leaves at the next MERC meeting.</p>
<p><b>c) Transition Exit Initiative (TEI)</b></p>	<p>The Union inquired as to the ministry experience in regards to TEI applications for the Ministry. The Employer provided information to the Union regarding active applications to date.</p> <p>The Parties discussed the process surrounding the confirmation of an exit date upon approval of TEI applications.</p>	<p>To be included as a standing item on future agendas.</p>
<p><b>d) Bill 148: Student Compensation</b></p>	<p>The Union inquired on a status update regarding overtime, vacation and holiday pay for students. The Employer noted that a validation exercise occurred across the OPS to confirm students' eligibility on a case-by-case basis, and OSS is currently in the process of processing payments for eligible students.</p>	<p>Remove item from the agenda.</p>

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<b>e) Status of SLA's (RCSB)</b>	The Parties discussed the appropriate venue where conversations around SLAs can occur, and the Parties acknowledged that it may be an appropriate agenda item for an upcoming Branch Meeting.	Remove from agenda.
<b>f) Sponsorship: Conferences</b>	The Union inquired as to the types of conferences supported by the Ministry and available to MTCS staff. The Employer noted employees are encouraged to engage with their Managers on learning opportunities in the performance and learning plan.	Remove from agenda.
<b>g) Appendix 7</b>		Deferred to next meeting.
<b>h) Items from the former MCI MERC table – Discussion</b>		Deferred to next meeting.
i. Occupational Health & Safety Contacts		Deferred to next meeting.
ii. Seniority Report		Deferred to next meeting.

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iii.	Program Updates (presentation re “ <i>Police Record Checks Reform Act, 2015 and OPS Employment Security Screening Program</i> )		Deferred to next meeting.
iv.	Disclosures		Deferred to next meeting.
v.	Training and Development		Deferred to next meeting.
vi.	Open Government		Deferred to next meeting.
vii.	Digital Government		Deferred to next meeting.
viii.	St. Catherine’s Office		Deferred to next meeting.
ix.	Lean Efficiencies		The Union brought new items to be brought to the next meeting.

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x. Queen's Park		The Union brought new items to be brought to the next meeting.
i) MERC Meetings 2019	The Parties discussed meeting dates for the balance of 2019.	Calendar invitations will be sent to confirm meeting logistics.

**For the Union:** Original signed by  
 Darren Winger  
**Date:** February 8, 2019

**For the Employer:** Original signed by  
 Maureen Buckley  
**Date:** February 8, 2019