

**Ministry of Heritage, Sport, Tourism and Culture Industries**  
**Employee Relations Committee (MERC) Meeting**  
Wednesday October 23, 2019 9:00 am to 1:00 pm  
400 University, 5<sup>th</sup> Floor, Boardroom 5A Toronto, Ontario M7A 2R9

**In Attendance:**

**For OPSEU:**

Darren Winger (Meeting Co-Chair)  
Caroline Loiselle  
Anthony Sword

Glenna Caldwell (OPS Negotiator)

**Guests:**

Nadia Eid  
Marie-Grace Uwase  
Sarah Frion  
Marie Campbell  
Demetrios Skillaris

**Regrets:**

Tom Henbest

**Observers:**

Erin Sarantis

**Recorder:** Cassandra Levesque

**For the Employer:**

Jennifer Stewart (Meeting Chair)  
Debbie Jewell  
Joanne Bénard  
Jennifer Tarini

Kristina Radulska (ERA)

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Agenda Item	Discussion	Action Required
<b>1. Welcome and Introductions</b>		No action required.
<b>2. June 13, 2019 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 shared a draft Terms of Reference with the Employer on September 11, 2019. Parties discussed proposed changes.	The Employer to provide an updated draft in advance of next meeting for consideration.
<b>b) Working Conditions (Students) – Update</b>	The Parties discussed opportunities to initiate a communication in advance of the upcoming student recruitment period.	The Union will draft a proposed communication and share with the Employer Co-Chair offline. MERC Co-Chairs will table a draft communication at the next meeting.
<b>c) Employee &amp; Family Assistance Program Orientation Session</b>	The Parties discussed opportunities to initiate awareness of EFAP services available to all staff.	The Union will draft a proposed communication and share with the Employer Co-Chair offline. Communication to be shared with LERC Co-Chairs, Wellness Committees and Managers in the coming weeks.

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<b>d) Delegation of Authority: Special and Compassionate Leave – Presentation</b>	The Employer confirmed that an electronic copy of the presentation materials was shared with MERC members not in attendance on June 18, 2019.	Remove from the agenda.
<b>e) Occupational Health &amp; Safety Contacts</b>	Further to the last MERC meeting the Union has prepared information for the Employer to confirm local health and safety representatives as required.	The Union to provide information under separate cover.
<b>f) French Language Services</b>	Representatives from French Language Services provided a presentation on designated bilingual positions.	The Union and the Employer to have ongoing discussions offline.
<b>g) Alternative Work Arrangements (AWA)</b>	<p>The Parties discussed the definition of telework as an alternative work arrangement and use of formalized agreements.</p> <p>The Union has confirmed that the OPSEU MERC Co-Chair will be the signatory on individual alternate work arrangements in addition to employee and manager signatures.</p>	The Employer to re-enforce with managers the use of current template agreements for CWW and telework arrangements.
<b>h) Police Records Check &amp; OPS Employment Security Screening Program</b>	Representative from the Transition Security Office, Ministry of Government and Consumer Services provided a presentation.	Remove from the agenda

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<b>4. STANDING ITEMS</b>		
<b>a) Fixed-term (unclassified) List - Information Share</b>	The Employer shared fixed-term lists with the Union on October 1, 2019.	Remains as a standing item.
<b>b) Seasonal Seniority List – Update</b>	No report at this time.	Remains as a standing item.
<b>c) Expenditure Management – Information Share</b>	The Employer provided a fiscal update. Indicated that the fall economic statement will be delivered on November 6, 2019.	Remains as a standing item.
<b>d) Transition Exit Initiative (TEI)</b>	TEI process continues.	The Employer to provide updated information at upcoming December meeting.
<b>e) Successes</b>	<p>The Parties acknowledged helpful information shared in today's presentations and worked collaboratively in relation to confirming process regarding AWA's and securing health and safety contacts where appropriate.</p> <p>In addition, the Employer acknowledges the work of the Union in drafting the current MERC Terms of Reference proposal.</p>	Remains as a standing item.

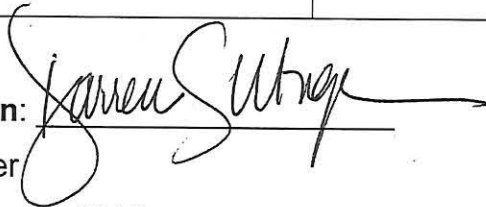
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<b>f) Training and Development</b>	No report at this time.	Remains as a standing item.
<b>g) Open and Digital Government</b>	No report at this time.	Remains as a standing item.
<b>5. NEW BUSINESS</b>		
<b>a) OPS Motor Pool Closures</b>	<p>The Parties discussed the need to seek clarity on the impacts of the recent notification of OPS Motor Pool Closures and whether there are any impacts on the availability of fleet vehicles.</p> <p>The Union tabled a position/options paper for Employer consideration.</p> <p>The Union reminded the Employer regarding the provision of snow tires as required.</p>	<p>The Employer committed to seek clarity related to the recent notification of OPS Motor Pool Closures. The Parties will continue to have discussions offline on this matter.</p> <p>The Employer will remind its Managers regarding the provision of snow tires as required.</p>

**For the Union:**

Darren Winger

**Date:** October 23, 2019



**For the Employer:**

Jennifer Stewart

**Date:** October 23, 2019

