

Ministry Employee Relations Committee (MERC) Meeting
Ministry of Tourism, Culture and Sport (MTCS)
Ministry of Citizenship and Multiculturalism (MCM)
Thursday June 6th 2024, 9:00 am – 10:30 am
In-Person (400U, 2nd Fl) and via Zoom

In Attendance:

For OPSEU:

Darren Winger, OPSEU Co-Chair
Rodger Noakes, Ontario Public Service Employees Union
(OPSEU) Negotiator
Dylan Roberts, SLPC
Brent Santin, SLPC
Anthony Martello, OPSEU Vice-Chair

For the Employer:

Marie Campbell, Management Co-Chair
Korey Anderson, HRB/SBU, MTCS
Rachel Hui, HRB/SBU, MTCS
Will Baird, HHP, MTCS
Stephanie Ferraro, MCM
Shivani Ramoutar (ERA), TBS

Regrets: Rodger Noakes

Guests: Courtney Holmes (MCM), Helen Cheung (MCM),
Rados Zlatanović (MCM), Gaetano Gigliotti (MTCS)
Wajiah Sandhu (MCM), Preeti Grewal (MTCS) Victoria
Pearson (MCM)

Recorder: Ayan Musse

Agenda Item	Discussion	Action Required
1. Welcome and Introductions	Not Applicable	No action required.
2. April 11th 2024 Minutes	Minutes have been signed and distributed.	No action required.
3. BUSINESS ARISING (UPDATES)	<i>Not Applicable</i>	<i>Not Applicable</i>
3) a) Joint Health & Safety Committee (JHSC) Update	<p>The Employer reported that there are no formal updates on this item and shared a link to look up H&S committee memberships: Health and Safety in My Workplace resource</p> <p>The Union requested confirmation of MCM membership in H&S committees.</p>	The Employer commits to following up with the Union with confirmation.
3) b) Strategic Planning Process (SPP)	This item was deferred.	The Employer will continue to provide updates as available; appropriate.
3) c) Uniforms Clarification – Report Back	The Union expressed frustration surrounding Management not wearing name tags onsite, and the choice of a dull grey shirt as a corporate shirt.	<p>The Employer commits to following up with SLPC.</p> <p>The employer will provide updates as they become available.</p>

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3)d) FORTE Performance Management System	This item was deferred.	The Employer will continue to provide updates as available; appropriate.
3)e) Seasonal Employees Use of Seniority, medical Benefits or Merit when doing temporary assignments.	<p>The Employer reported that there are no formal updates on this item.</p> <p>The Union expresses concerns about FTE usage at SLPC.</p>	The Union will provide examples of FTE concerns to Management for further conversations.
3) h) Third Party Grants	The Union expresses concerns with the reasoning for SRRD decision to involve a third party in disseminating the grant.	Employer to follow up with SRRD and provide an update to the Union.
4 Standing Items	<i>Not applicable</i>	<i>Not applicable</i>
4. a) Disclosures	No questions	Remains as a standing Item.
b.) FXT Report	No questions.	Remains as a standing item.
c) Anti Racism Action Plan (ARAP)	<p>MTCS Finance Updates:</p> <ul style="list-style-type: none"> Estimates were tabled back on April 22nd and as a result they are consistent with the budget the government released. In 24/25 – no real significant funding or people or FTE and no direct impacts to staffing associated with staffing and ministry budgets for the ministry this year. 	No Action required.

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	<ul style="list-style-type: none"> Q1 instructions haven't been released by TBS. MTCS has started to work on quarterly reporting exercises in anticipation of the release of the instructions by TBS in June. Public accounts – tracking for release at the end of the summer. <p>MCM Finance Updates:</p> <ul style="list-style-type: none"> All the reporting is tracking on the same timeline as MTCS. The SPP approvals were received and had two successful years in building out the ministry at MCM. Approval for the black youth action plan economic empowerment program that is nearly 17 million dollars. Received funding for phase one for the Heritage modernization. 1 million dollars for indigenous partners for the return of the ancestor's initiatives. 	
d) Anti Racism Initiatives	<p>Representatives from MCM attended to provide updates on ARI, including but not limited to:</p> <ul style="list-style-type: none"> Aiming to achieve 3 goals, build capacity, diversity talent pathways, foster an accountable an anti-racist and inclusive workplace. 	<p>The Union requests that MCM and MTCS ARI work together on future initiatives</p> <p>The Employer will look into collaboration opportunities between MCM and MTCS ARI.</p>

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	<ul style="list-style-type: none"> • Building Capacity: the ministry organized a variety of ARI sessions, as well as a learning calendar of upcoming events being hosted in the ARD environment. • Increasing representation in senior leadership and setting senior leadership targets. • Utilizing different recruitment pathways to increase diversity of talent such as the indigenous internship program to support professional development. • Increase accountability within the ministry to meet goals. 	
4) e) Transition Exit Initiative (TEI) - Update	The Union has no further questions.	The employer will convene with HR to evaluate potential advancement of (TEI).
4) f) Alternative Work Arrangements (AWA)	No updates at this time.	Remains as a standing item.
4) g) Successes	<p>Both parties continue to see successes in their committee work with:</p> <ul style="list-style-type: none"> • SLPC updated amount for boot allowances. • FXT list – Positive sign of conversions. • New Ministry officially added to MERC table (MCM) • CERC referral • TEI list 	Remains as a standing item.

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4) g) Training and Development	The Union has no further updates at this time. Union believes that there may not be official training at this table as bargaining and OPSEU elections approach.	OPSEU to provide updates on October meeting when applicable.
4)h) Travel, Meal and Hospitality Expenses Directive	Union advised the item continues to be at CERC and will likely be a bargaining item this fall.	To remain as a standing item
4) j) OPSEU Pay Equity Initiative (JEIB) - Defer	Item was deferred.	Updates to be provided as appropriate; as more information becomes available.
5. NEW BUSINESS	<i>Not Applicable</i>	<i>Not Applicable</i>
Student Boot Allowance	<p>Union states that despite huge success for permanent staff receiving allocated funds for new safety boots, Students are not eligible for the reimbursement.</p> <p>Union inquires possible resolution, either a bank of safety boots left onsite, partial subsidy or fully qualify for allowance.</p>	The Employer is committed to following up SLPC and exploring alternatives.

For the Union:

Original signed by

Darren Winger

Date approved: July 19, 2024

M. Campbell

For the Employer:

Date approved: July 16, 2024

Next meeting: October 3, 2024