Ministry of Finance
Minutes of Ministry Employee Relations Committee (MERC) Meeting
April 1, 2026

For the Union	**For the Ministry**
Shanika Duncan (Co-Chair)** Tracey Cribbs (Vice-Chair) Julieta Losson (Member) Brenton Beeston (OPSEU/SEFPO Negotiator)	Enzo Sorgente (Co-Chair) Graham Duncan (Member) Bonnie Lutes (Member) Lynn Portelance (HR Business Advisor) Sarah Macri (Assistant HR Business Advisor) Jessica Medrano (Employee Relations – Resource)
Regrets Michelle Henderson (Assistant HR Business Advisor)	**Guests** Heather Bowie (Director, Compliance Branch) John Downey (Manager, Inspections, Compliance Branch)

(**indicates meeting chair)

Date Tabled		Referred To	Action
Standing Item	**Minutes of the Previous Meeting** Minutes of the last meeting held on December 9, 2025, were signed following the meeting and have subsequently been posted on InsideOPS and OPSEU/SEFPO website.		

Standing Items:

Standing Item	**1. Notifications** Two (2) ministry disclosures have taken place since the last meeting on December 9, 2025. Sent on February 2, 2026, and March 9, 2026.	Union/ Management	

Standing Item 2026/04/01	**2. Appendix 15 – Fixed Term Report** The parties agreed to continue to review the Fixed Term Report to ensure compliance with the OPSEU/SEFPO collective agreement. Fixed Term Report provided via email on March 13, 2026.	Union/ Management Management	Management to continue to provide quarterly, in advance of MERC meetings.
Standing Item 2026/04/01	**3. New Job Descriptions – Article 1.4** There were no position descriptions for AMAPCEO or OPSEU since November 6, 2025.	Management	Management to continue to provide monthly updates.

Previous Business:

Date Tabled		Referred To	Action
	1. WVRA Locations		
2024/12/03	Specific questions were raised by the Union regarding formatting of WVRA report. Excel copy of the file was provided in December and will continue to be provided for future reports.	Management	Specific questions were taken away by the Employer and responses will be provided to the Union by email.
2025/03/18	Union raised questions regarding missing information in the report.	Union	Further details will be provided by email.
2025/06/10	Management advised that Union feedback is being incorporated into future reports. Updated report will be provided in July.	Management	Updated report will be provided via email.
2025/09/23	Updated report shared on September 16, 2025.	Management	Specific questions were taken away by the Employer and responses will be provided to the Union by email.
2025/12/09	Updated report to be shared mid-December. Employer provided responses October 28, and union has	Management	Updated report will be provided via email. Specific questions to

	follow-up questions from response (to be provided by email).		be provided by the union.
2026/04/01	Updated report shared March 10, 2026. Employer provided responses by email on January 29 to unions follow-up questions. Union provided additional questions. Employer to provide a timely response.	Management	Specific questions were taken away by the Employer and responses will be provided to the Union by email.
	2. Ministry of Finance Digital Strategy		
2025/03/18	Union is asking what the digital strategy is for the Ministry of Finance and how AI will be used for public facing products within the Ministry of Finance moving forward?	Management	Questions were taken away by management and responses will be provided to the Union in the next meeting.
2025/06/10	Union will send specific questions regarding digital strategy and how AI will be used for public facing products within the Ministry of Finance moving forward.	Union/ Management	Union will send specific questions via email. Management will respond at the next meeting.
2025/09/23	Defer until Union provides specific questions.	Union/ Management	Union will send specific questions via email.
2025/12/09	Defer until Union provides specific questions. Discuss at future MERC meeting.	Union/ Management	Union will send specific questions via email
2026/04/01	Union provided specific questions by email on January 8. As implementation details are communicated, further information will be shared.	Union/Management	As more information is available it will be shared with employees.
	3. Disability Accommodations		
2025/06/10	Union requested general information about role of the Disability Accommodations Section in the Disability Accommodations process.	Union/ Management	Union will provide specific questions via email. Management will share information once available.
2025/09/23	Defer until Union provides specific questions.	Union/ Management	Union will provide specific questions via email.

2025/12/09 2026/04/01	Union provided a question in advance of the meeting. Union has requested a speaker from the DAS to attend MERC to provide an overview of the process/description. Management provided link to intranet site. This is an OPS-wide process and future inquires should be brought forward to CERC.	Union/ Management Union/ Management	Management to provide update at next meeting. Remove from Agenda
2025/09/23 2025/12/09 2026/04/01	**4. Alternate Work Arrangement / Return to Work** Return to work process email and communications around Oct 20,2025 date of adding the 4th day. Union provided questions in advance of the meeting. Management confirmed that each AWA will be reviewed on an individual basis. Employees are encouraged to speak with their managers if they need temporary or short-term arrangements to help them transition to the five days in workplace standard. Union to raise specific questions with CERC. Union requested an update on AWA approvals. Employers responded that there is a significant volume of requests under review. Decisions will be finalized and communicated as soon as feasible.	Union/ Management Union/ Management Union/ Management	Union will provide specific questions via email. Management will share information once available. Schedule ad hoc meeting in October/November if needed. Responses provided to the union. Add as ongoing agenda item. Responses provided to the union. Decisions will be finalized and communicated as soon as feasible.
2025/09/23	**5. Intranet - MERC Committee** Make Committees/MERC minutes more easily to accessible to MOF employees.	Union/Manag ement	Union to provide link for Ministry committees website and Management to

			add MERC under committees
2025/12/09 2026/04/01	Email sent on October 28, the SBU updated our People & Talent Management Branch - InsideOPS website to make it more user friendly to locate the MERC minutes. MOF has included a link to the Employee Relation Committees MERC to the Committees section on InsideOPS MOF Page (MERC/AMERC Committees). Union requests for committee link in MOF Newsletter. Employer will take it back.	Union/Management Union/Management	Management to review location of MERC minutes on Intranet page. Remove from agenda
2025/12/09 2026/04/01	**6. Health and Safety** Unions requested a full list of Health & Safety contacts across MOF locations (Hamilton, London, Oshawa etc) The employer has reached out to the JHSC co-chairs to have information updated. On January 29, 2026, in the OPS weekly, the WHIM System employee portal was shared with all staff to access health and safety information. Employer to provide a response on 777 Bay.	Union/Management Union/Management	Management will provide updated information Remove from agenda
2025/12/09 2026/04/01	**7. LERC (Labour-Management Employee Relations Committee)** Union requested a list of active MOF locations. Union is proposing to establish committees at all MOF worksites, with additional training Currently there are no active LERCs. It is the employer's understanding that in 2020 the union had discussed alternate models to a LERC. Standing item to discuss further.	Union/Management Union/Management	Management to review and provide an update at the next meeting
2025/12/09	**8. Workplace Culture – Scents & Allergies**		

2026/04/01	Union raised concerns about scent-free policies. Scented products and food allergens - InsideOPS Divisions sent out communications in January to remind staff of our scent-free workplace.	Union/Management Union/Management	Management to review and provide an update at the next meeting Remove from agenda
2025/12/09 2026/04/01	**9. TEI Stats** Union is requesting TEI statistics and management confirmed TEI is available for members to request. Response was provided to the union on January 29 by email. OPSEU is copied on all TEI applications and is also copied when a TEI is approved. Union to refer to CERC.	Union/Management Union/Management	Management to review and provide an update at the next meeting Remove from agenda
2025/12/09 2026/04/01	**10. Scribe Training/Workload Issues** Union has requested training to be provided regarding the new scribe function in investigations. If additional training is required staff should reach out to Manager/Senior Managers.	Union/Management Union/Management	Management to review and provide an update at the next meeting Remove from agenda

New Business:

Date Tabled		Referred To	Action
2026/04/01	**11. Inspections Uniform (Management Item)** Employer will provide a copy of uniform list. Union to provide a response. The parties would like to thank Heather Bowie and John Downey for attending	Union/Management	Employer to provide a copy of uniform list. Union may have additional follow-up questions.

	and providing an update on Inspections uniforms.		
2026/04/01	**12. Tobacco Tax Act s.24 pilot (Union Item)** Employer provided an overview of the pilot. The parties would like to thank Heather Bowie for attending and providing an update on Tabacco Tax Act s.24 pilot.	Union/Management	Remove from agenda
2026/04/01	**13. OSS Administration Backlogs (Union Item)** MOF Managers are committed to submitting required paperwork on time. Union will refer to CERC.	Management	Remove from agenda

Next Meeting(s):
June 16, 2026

Signatures:

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Shanika Duncan, OPSEU Co-Chair SDuncan	Enzo Sorgente, Management Co-Chair