Ministry of Finance
Minutes of Ministry Employee Relations Committee (MERC) Meeting
September 29, 2026

For the Union	**For the Ministry**
Shanika Duncan (Co-Chair) ** Tracey Cribbs (Vice-Chair) Julieta Losson (Member) Adam Cygler (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**

(**indicates meeting chair)

Date Tabled		**Referred To**	**Action**
Standing Item	**Minutes of the Previous Meeting** Minutes of the last meeting held on July 7, 2026, were signed following the meeting and have subsequently been posted on InsideOPS and OPSEU/SEFPO website.		

Standing Items:

Standing Item	**1. Notifications** Three (3) ministry disclosures have taken place since the last meeting on June 3, 2026. Sent on August 5, 2026, and September 23, 2026.	Union/ Management	

Standing Item	**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 September 3, 2026.	Union/ Management Management	Management to continue to provide quarterly, in advance of MERC meetings.
2026/09/29			
Standing Item 2026/09/29	**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.
2026/07/07	Provided update on April 10, 2026, regarding items from 2018. Security Services will continue to follow up on a quarterly basis and provide updates. Updated report will be shared once received from Security Services.	Union/ Management	Management to share updated report with union when available.
2026/09/29	Updated report shared July 24, 2026. Confirmed there is a joint health and safety representative in each location. Union is requesting confirmation that the employer is providing completed WVRAs to the local Joint Health and Safety Committees and copying MERC Co-Chair.	Union/ Management	Union will provide concerns on the WVRA report.
2025/09/23	**2. Alternate Work Arrangement / Return to Work** Return to work process email and communications around Oct 20,2025 date of adding the 4th day.	Union/ Management	Union will provide specific questions via email. Management will share information once available. Schedule ad hoc meeting in October/November if needed.
2025/12/09	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/ Management	Responses provided to the union. Add as ongoing agenda item.

	Union to raise specific questions with CERC.		
2026/04/01	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	Responses provided to the union. Decisions will be finalized and communicated as soon as feasible.
2026/07/07	The union has raised concerns regarding ad hoc requests and flexibility not being consistent across the ministry. Managers are encouraged to be flexible where possible and consider ad hoc requests based on operational needs. Union to provide further information regarding AWA's decisions for MOF program areas.	Union/ Management	Reminder to managers to provide ad hoc flexibility where possible.
2026/09/29	Employer provided a response on August 10, 2026. The employer advised that managers have discretion to approve ad hoc, occasional, and temporary workplace flexibility requests, as outlined in the RTO Guidance and reinforced through a recent communication to OPS managers. The employer also noted that field operations are considered in-office work; therefore, AWA requests were not required and were administratively closed. Accommodations are reviewed on a case-by-case basis. Unions raised concern with the timeliness in responses to accommodation requests and employer will make best efforts to assess accommodation requests and work with HR partners. Union requested AWA approval numbers for OPSEU represented	Management	Union will bring to CERC.

	positions and employer advised that these numbers are not provided at MERC.		
2025/12/09 2026/04/01 2026/07/07 2026/09/29	**3. 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. Currently there are no active LERC's in MOF. Management to investigate establishing LERC's at identified regional offices. Parties are in agreement to assist in establishing an LERC in Oshawa there will be no more than eight representatives (up to four from the employer and up to four from the union) and an HR representative. Parties are to assist in starting a LERC in Oshawa with the possibility of expanding to additional locations.	Union/ Management Union/ Management Union/ Management Union/ Management	Management to review and provide an update at the next meeting. To be discussed at September MERC meeting Union to inquire about ERC Level 1 training.
2026/07/07 2026/09/29	**4. Training Issues** Union expressed concerns about training offerings only available online and employer not providing adequate onboarding, in person training and training documentation. Employees are encouraged to discuss with their manager and identify any necessary gaps. Training feedback has been shared with TCBD training unit. If there are any training gaps, these should be discussed with management, or specific	Union/ Management Management	

	training concerns should be provided to MERC.		
2026/07/07 2026/09/29	**5. Notifications regarding new hires and fixed term contracts** Reminder to the employer that MERC chair needs to receive information regarding new hires and contracts. Talent Acquisition Branch was asked to remind managers to copy the union co-chairs on all notification letters.	Union/ Management Management	Reminder to be sent to all managers. Remove from agenda

New Business:

Date Tabled		Referred To	Action
2026/09/29	**6. Review terms of references for MERC** Union proposed some changes to the MERC terms of reference from 2019.	Union/ Management	MERC will do a full review of terms of reference. Union will provide draft language for terms of reference for employer to review.
2026/09/29	**7. WDHP and mental health resources** Union is requesting a representative from the WDHP office and MOF Mental Health Allies to present their programs at an upcoming MERC.	Union/ Management	Employer to reach out to WDHP office and MOF Mental Health Allies to inquire about coming to a future MERC meeting.
2026/09/29	**8. Distributed Team Model: Staff Approaches to support and implement workplace flexibility** Union provided a model from MCCSS and Employer will take this back.	Union/ Management	Employer to review.
2026/09/29	**9. Workload and staffing pressures in Land Transfer Tax** Union provided employees concerns and requesting review of resources and staffing. Employer will take this back.	Union/ Management	Union to provide a summary of concerns and Employer to review.
2026/09/29	**10. November 2026 MERC Meeting Date**	Union/Management	Remove from agenda

	Next meeting is set for November 24, 2026.		
2026/09/29	**11. Thank you to Brenton Beeston for your time with MERC.**		Remove from agenda

Next Meeting(s):
November 24, 2026

Signatures:

Shanika Duncan, OPSEU Co-Chair S.Duncan	Enzo Sorgente, Management Co-Chair E Sorgente