

Ministry of Finance
Minutes of Ministry Employee Relations Committee (MERC) Meeting
July 7, 2026

<u>For the Union</u> Shanika Duncan (Co-Chair) Tracey Cribbs (Vice-Chair) Julieta Losson (Member) Amanada Usher (OPSEU/SEFPO Negotiator)	<u>For the Ministry</u> Enzo Sorgente (Co-Chair)** Graham Duncan (Member) Bonnie Lutes (Member) Lynn Portelance (HR Business Advisor) Michelle Henderson (Assistant HR Business Advisor) Jessica Medrano (Employee Relations – Resource)
<u>Regrets</u> Brenton Beeston (OPSEU/SEFPO Negotiator)	<u>Guests</u>

(**indicates meeting chair)

Date Tabled		Referred To	Action
Standing Item	Minutes of the Previous Meeting Minutes of the last meeting held on April 1, 2026, were signed following the meeting and have subsequently been posted on InsideOPS and OPSEU/SEFPO website.		

Standing Items:

Standing Item	1. Notifications One (1) ministry disclosure has taken place since the last meeting on April 1, 2026. Sent on June 3, 2026.	Union/ Management	
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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.	Union/ Management	Management to continue to provide quarterly, in advance of MERC meetings.
2026/04/01	Fixed Term Report provided via email on June 23, 2026.	Management	
Standing Item	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.
2026/04/01			

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

2026/04/01	follow-up questions from response (to be provided by email). 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	be provided by the union. 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
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 to raise specific questions with CERC.	Union/Management	Responses provided to the union. Add as ongoing agenda item.
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.

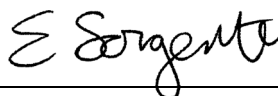
2026/07/07	The union has raised concerns regarding adhoc requests and flexibility not being consistent across the ministry. Managers are encouraged to be flexible where possible and consider adhoc requests based on operational needs. Union to provide further information regarding AWA's decisions for MOF program areas.	Union/Management	Reminder to managers to provide adhoc flexibility where possible
2025/12/09	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	Union/Management	Management to review and provide an update at the next meeting
2026/04/01	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	
2026/07/07	Currently there are no active LERC's in MOF. Management to investigate establishing LERC's at identified regional offices.	Union/Management	To be discussed at September MERC meeting
2026/04/01	4. 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 and providing an update on Inspections uniforms.	Union/Management	Employer to provide a copy of uniform list. Union may have additional follow-up questions.
2026/07/07	Employer provided list of uniform items on April 10, 2026. Union has identified missing items on the list. Union to work with Director of Compliance Branch.	Union/Management	Remove from agenda

New Business:

Date Tabled		Referred To	Action
2026/07/07	5. 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.	Union/Management	
2026/07/07	6. Notifications regarding new hires and fixed term contracts Reminder to the employer that MERC chair needs to receive information regarding new hires and contracts.	Union/Management	Reminder to be sent to all managers

Next Meeting(s):
September 15, 2026

Signatures:

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