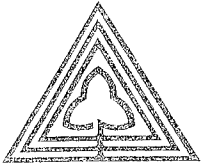


MEMORANDUM

OPSEU



SEFPO

Syndicat des Employé-e-s
de la Fonction Publique
de l'Ontario

TO: All Presidents and Stewards with members in the Ministry of Culture
FROM: Terry Baxter, OPS Supervisor/Negotiator
DATE: April 13, 2006
SUBJECT: **Ministry of Culture
Divisional Minutes – January 23, 2005**

Attached, for your information, please find the minutes of the above captioned meeting.

Your making these available to your delegates and members would be appreciated.

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,

Leah Casselman
President

Terry Baxter
OPS Supervisor/Negotiator

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cc: Executive Board Members
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**MINISTRY OF CULTURE
DIVISIONAL MEETING**

**2005 DIVISIONAL MEETING
JANUARY 23, 2005
SHERATON CENTRE, TORONTO**

CALL TO ORDER

Sister Marilyn Miller, MERC Chair, called the meeting to order at 9:45 a.m.

INTRODUCTIONS

Marilyn Miller, MERC Chair
David Pohlko, Vice-Chair
Rod Sawyer, Member
Tom Tangie, Staff Representative, Whitby Regional Office
Judith Marion, Job Security Officer

ADOPTION OF THE AGENDA

MOTION

Moved: M. Miller (L.527) Seconded: R. Sawyer (L.527)

To adopt the Agenda.

CARRIED

ADOPTION OF THE PREVIOUS MINUTES

MOTION

Moved: D. Pohlko (L.549) Seconded: R. Sawyer (L.527)

To adopt the minutes of the previous Divisional Meeting.

CARRIED

BUSINESS ARISING FROM THE MINUTES

MOTION

Moved: M. Pashkovsky (L.549) Seconded: M. Miller (L.527)

That the local number for Anthony Sword be changed from 527 to 549.

CARRIED

MOTION

Moved: M. Pashkovsky (L.549) Seconded: M. Miller (L.527)

That David Pohlko be noted as Vice-Chair.

CARRIED

MOTION

Moved: M. Pashkovsky (L.549) Seconded: M. Miller (L.527)

That Anthony Sword resigned and was seconded to AMAPCEO be noted.

CARRIED

ERC TEAM REPORTS

MERC Chair Marilyn Miller distributed the MERC Report (attached).

ELECTIONS

Tom Tangie reviewed the election procedures.

MERC TEAM

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
D. Pohlko (L.549)	J. Carter (L.527)	Stand	Acclaimed
M. Miller (L.527)	D. Pohlko (L.549)	Stand	Acclaimed
B. Robinson (L.549)	R. Sawyer (L.527)	Stand	Acclaimed

MERC ALTERNATES

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
R. Sawyer (L.527)	M. Pashovsky (L.549)	Stand	1st Alt.
B. Robinson (L.549)	H. Thomson (L.527)	Stand	2nd Alt.
D. Pohlko (L.549)	B. Robinson (L.549)	Stand	3rd Alt.

MERC CHAIR

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
D. Pohlko (L.549)	J. Carter (L.527)	Stand	Acclaimed

MERC VICE-CHAIR

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
M. Miller (L.527)	D. Pohlko (L.549)	Stand	Acclaimed

MERC MEMBER

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
B. Robinson (L.549)	R. Sawyer (L.527)	Stand	Acclaimed

MOTION

Moved: M. Miller (L.527)

Seconded: R. Sawyer (L.527)

That all ballots be destroyed.

CARRIED

ADJOURNMENT

MOTION

Moved: R. Sawyer (L.527)

Seconded: M. Miller (L.527)

To adjourn.

CARRIED

The meeting adjourned at 10:30 a.m.

AUTHORIZED FOR DISTRIBUTION:



David Poholko
Vice-Chair
Ministry of Culture



Leah Casselman
President
OPSEU

jm

Attach. (1)

MINISTRY OF CULTURE MERC Report to OPSEU Divisionals - January 2005

MERC employee members – Marilyn Miller, David Pohlko and Rod Sawyer.
OPSEU Staff support - Judith Marion, Stephen George, and Alison Kabayama.

Meetings

The MERC met three times, in March, June and September 2004

Employee Survey

The Ministry of Culture , as part of their Quality Service initiative, conducted a second Employee Survey with their Ministry (but not Agency) staff. The first survey was conducted in 2001. The 2004 Survey focussed on the following areas

General Job Satisfaction

A high % of staff reported they are committed to helping the Ministry succeed. However, the survey showed a drop in percentage points over the 2001 – 2004 period for such indicators as satisfaction with worker input, good use of worker's skills and abilities and the atmosphere of co-operation. It is also interesting that only 31% of management and 56 % of staff indicated they intend to work for the ministry for the next few years.

Internal Communications

The scores for internal communications were not good. Employees indicated a drop in satisfaction with internal communication and understanding of managers' expectations. There was, however, a rise in the number of performance reviews, with most employees indicating they had had a performance review in the last 12 months.

Relationships with stakeholders and partners

Employees indicated a good knowledge of stakeholders and their expectations, but did not feel they have the necessary tools to meet stakeholders' expectations. They also indicated much less satisfaction with the performance of partner delivery agents and suppliers.

Leadership processes

The survey showed poor scores for employee recognition and the way the Ministry "rewards" people. There were also poor scores in the area of senior managers reinforcing a healthy work/home balance. However, most employees felt they have a good understanding of the Ministry's goals, vision and core business.

Work Environment

Workers were supportive of teamwork, and the understanding of key work processes. Workers did not feel that they had support for a healthy work environment, or support for balancing work and home life

Healthy Workplace

Almost all employees indicated a need for improving the following; management of stress factors, workload, deadlines, the organization of work and giving ministry employees more opportunities to influence how tasks are done.

Employee Assistance Program

The MERC team was pleased that the Ministry was able to provide a confidential EAP for all Ministry and Agency staff in the Spring. In September this program was replaced with the Management Board's Corporate EAP.

LERCs

The Terms of Reference for a LERC at 400 University Ave, head office, were finalized. A LERC was established at the Ontario Heritage Foundation, an agency of MCL.

Orientation Package

The Ministry's on-line orientation package for new employees, now provides good information on OPSEU representatives in the work-place, links to the OPSEU web-site, and improvements in information on Health and Safety and Workplace Discrimination and Harassment policy.

Ontario Media Development Corporation

The MERC continues to track the "sunset" review of this agency's programs.

Marilyn Miller, Co-Chair, MCL MERC, (416) 314-7128