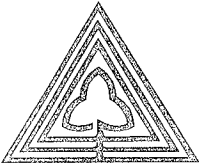


OPSEU



SEFPO

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

MEMORANDUM

TO: All Presidents with members in the Ministry of Culture
All Stewards in the Ministry of Culture

FROM: Brian Gould, OPS Supervisor/Negotiator

DATE: January 10, 2007

SUBJECT: **Ministry of Culture**
ERC Minutes – December 18, 2006

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

Please post or otherwise make them available to the members in your workplaces.

Also attached is a MERC referral form which should be used when referring unresolved local issues to the ministry level. The referral should be sent care of the Job Security Unit with all the supporting documentation, (e.g. minutes, correspondence, etc.), with any referrals.

PLEASE NOTE: THESE MINISTRY MINUTES WERE PREPARED BY THE EMPLOYER.

AUTHORIZED FOR DISTRIBUTION:

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Leah Casselman
President

/jm
att.

cc: MERC Chairs
Ministry ERC

Brian Gould
OPS Supervisor/Negotiator

MINISTRY OF CULTURE
MERC MEETING MINUTES

Date: Monday, December 18, 2006

Location: OMDC, 175 Bloor St. E. #501

FOR THE EMPLOYER:

Mary Ferguson (Co-Chair) (Regrets)
Kristine Murphy (Meeting Chair)
Bob Hogan
Cindy Lam (Regrets)
Joanne Bénard (Advisor)

FOR OPSEU:

John Carter (Co-Chair)
Rod Sawyer
David Pohlko (OSC)
Judith Marion (Job Security Officer)

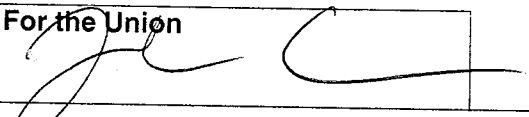
Guests: –Todd Kilpatrick, Nick Buczynsky
Recorder: - Jaime Urban

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
1. REVIEW OF PREVIOUS MINUTES	Minutes of March 3, 2006 – the Union will provide further comments. Minutes of May 15, 2006 – minutes have been agreed to and will be circulated for signature. Minutes of September 18, 2006 – the Union will provide further comments.	
2. BUSINESS ARISING: (Updates)		
a) MERC/LERC Minutes	Both parties agreed that it is a requirement for both MERC Co-chairs to receive copies of all MCL LERC minutes.	
b) Workplace Wellness	The Director, Programs and Services Branch provided a response to the MERC Co-Chairs on October 12, 2006. The OPSEU MERC Co-chair sent a response on November 15, 2006.	Management to provide a response to the Union's November 15 th letter by December 22, 2006. The

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
	<p>The Union expressed concern that a response to the November 15th letter has not as yet been provided.</p> <p>Management reported that a response is forthcoming.</p> <p>The Union indicated that to their knowledge there are nine positions in the Policy Programs and Services Division where staff will be absent for prolonged periods of time. The Union is concerned about workload pressures that this will present should there not be plans to backfill these positions.</p>	<p>response to be sent to Union team.</p> <p>The Union to provide further information on upcoming vacancies. Management to provide a response by January 9, 2007.</p>
c) OPSEU Information Request	<p>Management reported that the current quarterly unclassified list will be provided to the Union electronically by December 22, 2006.</p> <p>The Union will clarify its information request by December 22, 2006.</p>	<p>Management to provide quarterly unclassified list.</p> <p>Union to clarify details of their information request.</p>
d) OPSEU Collective Agreement Article 1.4	<p>Management reported that they have included the OPSEU Job Security Officer on the distribution list.</p>	<p>Remove from the agenda.</p>
e) Successor Rights	<p>The Union reported that Legislation has been introduced to reinstate successor rights to the Union.</p>	<p>Remove from the agenda</p>
f) Youth Programs	<p>Management did a presentation on Youth Programs.</p> <p>The Union requested clarification on the Intern placement within the Ontario Heritage Trust.</p>	<p>Management to report back on whether student offer letters confirm local Union contact information.</p> <p>Management to report back on the Intern placement at OHT.</p>
g) OPS Staff Survey – MCL Results	<p>Management reported that sample size for MCL was small and as such ministry specific results are not available.</p> <p>The Union Co-chair confirmed that a letter was sent to the Deputy regarding their concern that only staff members in WIN are included in the OPS Staff surveys.</p>	<p>Item to be a standing item on the agenda.</p>
3. STANDING ITEMS		
a) Results Based Planning / Budget – Update	<p>Management provided an update on the RbP process for 2007-2008 and the third quarter report for 2006-2007.</p>	<p>Management to provide an update at the next meeting.</p>
4. NEW BUSINESS		

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
a) Budget Planning to Secure Funding for the Restoration, Preservation and Enhancement of Public Services	<p>The Union inquired about timing of budget announcements for 2007-2008.</p> <p>The Union inquired about how budget proposals are managed through a re-organization.</p> <p>Management responded that budget proposals would contemplate only known initiatives at the time of submission.</p> <p>The Union also inquired about increases for inflation in operating budgets.</p> <p>Management responded that there have not been any increases for inflation since the mid 90's.</p>	Remove item from the agenda.
b) Pandemic Flu	<p>Management provided a presentation on Pandemic Flu prevention / planning activities within MCL.</p> <p>The Union encouraged management to involve the Joint Health and Safety Committees in prevention / planning activities.</p>	Remove item from the agenda.
c) Performance reviews	The Union expressed a concern that a number of staff members in Culture Policy Programs and Services Division do not have performance development plans nor have had mid year performance reviews been conducted. The Union is requesting that the performance reviews be completed before the re-organization.	Human Resources to speak to Directors to reinforce the requirement for performance plans for all staff within the Division.
d) Article 20 Sessions	<p>The Union stated that the Local 527 representatives would like a presentation from HR on Article 20 before the implementation of the Culture Policy Programs and Services Division re-organization.</p> <p>Management replied that they were attempting to offer sessions around MERC meetings. None the less Management has proposed dates in January 2007 and are awaiting a confirmation from the Union.</p> <p>The Union requested that Management advance their request that any potential surplus not occur until after the sessions have been offered.</p>	<p>The Union to confirm dates.</p> <p>Management to advance the Unions request.</p>
e) 2007 Meeting dates	<p>March 23, 2007 – 9:30am – Union to confirm location</p> <p>June 22, 2007 – 9:30am – 400 University</p> <p>September 27, 2007 – 9:30am – Ontario Science Centre</p> <p>November 28, 2007 – 9:30am - OMDC</p>	
NEXT MEETING:		

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
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For the Employer <i>Kristina Murphy</i>	Date December 18, 2006	For the Union 	Date December 18, 2006
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