

**MEMORANDUM**

**OPSEU**



**SEFPO**

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

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

**FROM:** Brian Gould, OPS Supervisor/Negotiator

**DATE:** March 26, 2007

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

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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.**

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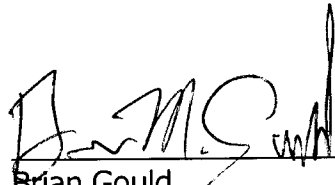
or

1 800-663-1070

  
\_\_\_\_\_  
Leah Casselman  
President

/jmh  
att.

CC: MERC Chairs  
Ministry ERC

  
\_\_\_\_\_  
Brian Gould  
OPS Supervisor/Negotiator

**Ministry of Culture  
MERC MEETING MINUTES  
September 18, 2006 (1:00pm)  
Ontario Heritage Trust  
10 Adelaide Street East, Round Room**

**Attendees (for the Employer):** Mary Ferguson (Meeting Chair), Kristine Murphy, Bob Hogan, Cindy Lam (Regrets), Joanne Bénard (Advisor)

**Attendees (for the Union):** John Carter (Co-Chair) Rod Sawyer, David Pohlko (Regrets), Judith Marion (Job Security Officer)

**Guests (for the Union):** Marko Pashkovsky (OSC)

**Recorder:** Jaime Urban (Human Resources Branch)

## **1. MINUTES**

- Minutes of May 15, 2006 meeting - signed and posted.

## **2. OPENING REMARKS**

- The Union requested a copy of the signed minutes for March and May 2006.
- Discussion occurred about the minute sign off process.
- Once the minutes are completed they are sent to the Co-chairs and OPSEU Job Security Officer for distribution and review. Once they have been agreed to and signed, the minutes are posted to both the OPSEU webpage and the Ministry intranet site. A signed copy is provided to the Job Security Officer.

### **Action required:**

- The Employer will check the March and May 2006 minutes to ensure that they have been signed by both parties, and will ensure that the OPSEU Job Security Officer is included on the distribution list when draft minutes are sent to Co-Chairs for approval.

## **3. BUSINESS ARISING (Updates)**

### **a) MERC/LERC Minutes**

- The Parties agreed to create minutes during the next meeting in an attempt to produce minutes in a more timely fashion. .

- The parties confirmed that LERC minutes should be shared with MERC members and this issue will be brought forward at the next LERC meetings. Management suggested that the Union Co-chair also bring this issue forward with the LERCs.
- Management and the Union discussed the preferred way of receiving the LERC minutes. The LERC Co-chairs are to share the minutes directly with the MERC Co-chairs for distribution.

**Action Required:**

- Union will request that LERC provide MERC with copies of their committee minutes.
- The Union and Management Co-chairs will discuss how they would like to receive the LERC minutes.

**b) Quality Service – Ontario Science Centre Employee Survey Questions**

- Management reported that a copy of the survey was provided to the MERC Co-chairs on June 2, 2006, as previously requested, and the survey was launched on June 6, 2006.
- Management reported that the survey results will be available for the next OSC LERC meeting. The survey results will also be provided to the OSC managers.
- The Union inquired if they could get a copy of the survey results.
- Management responded that the Union would receive the information in the LERC minutes.
- The Union mentioned that they sent a letter to the Deputy stating that employees who do not have WIN access were not included in the OPS Survey. In the Deputy's response she indicated that she was not aware that OSC Staff were not included.

**Action required:**

- Item to be removed when results provided to OSC LERC.

**c) OMDC (employee survey results):**

- Management reported that the results from the OMDC survey were confidential.
- The Union inquired if the results were shared with senior managers.
- Management responded that the results were not shared with management or discussed at senior management tables.
- The Union stated that they would be interested in knowing if there were any staffing impacts.
- Management responded that nothing had been disclosed and that there wasn't a noticeable increase or decrease in staff.

**Action required:**

- The Co-chairs agreed that this item can be removed from the agenda and the outstanding items list.

**d) Workplace Wellness:**

- The Union stated that management was to review the workplace wellness issues and respond in writing to their request.
- Management responded that the request was shared with Steven Davidson, ADM, Culture Policy, Programs and Services Division, who responded that the ministry is currently undergoing a structural review. There isn't an end date for the completion of the review but it is expected to be completed within 1-2 months.

- The Union felt that this response did not answer their questions and indicated that they are prepared to write a new letter and forward the issue to CERC if necessary

**Action required:**

- The Union will write a letter to the Director questioning why the Librarian 4 position was abolished and why was no effort was made to cover the 2 Heritage Operations staff leaves that management knew were occurring? The Co-Chairs will ask for a written response by October 10, 2006.

**e) OPSEU Unclassified List:**

- Management stated that the employer has made a commitment to disclose the unclassified list. Management provided a copy of the list at the meeting.
- The Union requested copies of organizational charts.
- Management responded that the charts are being provided with disclosures.
- The Union requested additional information related to position conversions, surplus, and workplace safety and insurance matters. Management suggested that a formal request be made detailing the particulars of the various requests.
- The Union indicated this was the formal request, but agreed to provide specific information.

**Action required:**

- The Union to send a follow up email with the specific information they are interested in receiving.

**f) CA Article 1.4:**

- Management reported that the format for providing the information was discussed and confirmed at the May 15, 2006 MERC meeting.
- Management reported, and OPSEU confirmed, that they are providing copies of position job descriptions pursuant to CA Article 1.4.
- The Union inquired if the information includes the Ontario Heritage Trust and the Ontario Science Centre.
- Management responded that information provided would be inclusive of all of MCL (including the Agencies) and Office of Francophone Affairs.
- OPSEU Job Security Officer is to be included on the distribution list for this item.

**Action required:** Management to include the OPSEU Job Security Officer on the distribution list when providing disclosure under Article 1.4.

**g) Successor Rights**

- The Union stated that they sent a letter, requesting a response, to the Deputy Minister regarding successor rights. They do not recall getting a response back.

- Management responded that a letter from the Premier was sent to OPSEU President, Leah Casselman, regarding this issue. The Deputy did not submit a separate response.
- Management stated that it is a matter of on-going discussion at the CERC table and that the matter resides at the CERC table.
- The Union stated that the Deputy could have sent a separate letter to the Union restating the Premier's message.

**Action Required:**

- The Union is going to review the response from the Premier and if it answers their question then this item can be removed from the agenda.

**h) Mileage Rates**

- The Union stated that the mileage rate issue came up at LERC and MERC and was sent to CERC where it was resolved.

**Action Required:**

- This item can be removed from the agenda

**4. STANDING ITEMS**

**a) Results Based Planning / Program Review / Budget –Update provided by Todd Kilpatrick:**

- Management provided an update on Results based Planning (RbP). The annual reports and the RbP were posted on the MCL Internet site on September 15, 2006.
- The process for completing the 2007-08 RbP has begun and is due for submission to MGS on November 6, 2006.

**Action Required:** None at this time.

**4. NEW BUSINESS**

**a) Interns at MCL**

- The Union stated that they are interested in learning more about the Ontario Internship Program, the Ontario Quebec Exchange Program, Queen's University Intern Program, Co-op students, volunteers and practicum's.
- For each Intern, the Union would like to be provided with the name of the Intern, the name of the position, the dates that they are working, and what agreement is in place.
- Human Resources will provide a presentation on the Youth Programs at the next meeting.

**Action Required:**

- Human Resources will provide a presentation on Youth Programs at the next meeting.

b) Results from MCL as part of the OPS Staff survey

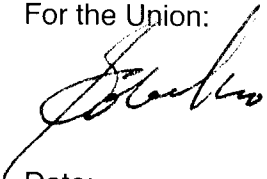
- The Union stated that the OPS Survey results are not available for areas where there are less than 100 respondents. The Union questioned if it would be possible to have the results tabulated for the smaller ministries.
- Management responded that they will inquire whether results of this type are available.
- The Union has raised the concern that when OPS surveys are done using WIN data that OSC staff are not included.

**Action Required:**

- Management to review the Union's request for the OPS Staff survey results for MCL.

**Next Meeting:** December 11, 2006 from 1:00pm – 4:00pm at OMD, 175 Bloor St. E, South Tower.

For the Union:



Date: *MARCH 23, 2007*

For Management:



Date:

*march 23/07*