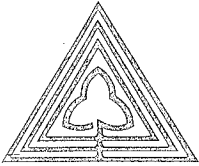


MEMORANDUM

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: Terry Baxter, OPS Supervisor/Negotiator

DATE: February 6, 2006

SUBJECT: **Ministry of Culture**
ERC Minutes – November 22, 2005

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:

IN SOLIDARITY,

Leah Casselman
President

/jm
att.

cc: MERC Chairs
Ministry ERC

Terry Baxter
OPS Supervisor/Negotiator

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Ministry of Culture
MERC MEETING MINUTES
November 22, 2005 (9:00 a.m.)
400 University Avenue, Boardroom 12A, 12th Floor

Attendees (for the Employer): Rita Scagnetti (Meeting Chair), Bob Hogan, Alan Wojcik, Joanne Bénard (Advisor)

Attendees (for The Union): John Carter (Co-Chair), Rod Sawyer, David Pohlko, Kathleen Demareski (Job Security Officer)

Guests: Keith Madley, Manager Business and Fiscal Planning Unit
Rob Glaister, Manager, Corporate Policy Unit
Christina Dixon, Policy Analyst, Corporate Policy Unit

Recorder: Joanne Bénard (Human Resources Branch)

1. MINUTES

- Minutes of September 10, 2004 meeting -signed and posted.

2. BUSINESS ARISING

a) Quality Service:

Management reported that:

- Employee survey results were shared with staff in July 2004.
- The Human Resources Branch presented an action plan to Human Resources Management Committee (HRMC) in September 24, 2004, for consideration.
- Employee survey results have recently been shared with current Deputy Minister. No further action is contemplated at this time.
- OPS Quality Service Standards are being reviewed by the Ministry of Government Services.

The Union noted that the last employee survey did not include Agency staff. Management indicated that the Ontario Science Centre (OSC) is investigating employee survey methodologies and will provide a report back at the OSC LERC.

The Union expressed a desire to have a comprehensive employee survey conducted which would include Ministry and Agency staff.

Action required: Management to provide update at OSC LERC regarding IT considerations in conducting an employee survey at OSC.

b) **Ministry Employee Transition:** The matter is currently the subject of a grievance.

Action required: Remove from agenda.

c) **Staff Involvement re OMDC survey results:** There is no report at this time.

Action required: Management to provide an update at the next meeting.

3. STANDING ITEMS

a) **Results Based Planning / Program Review / Budget –Update provided by Keith Madley:**

- Ministry Results Based Plans were submitted to the Ministry of Finance on November 17th.
- Plans are currently being reviewed, and approvals are not expected until sometime in the new year.
- Ministries are expected to look at programs (i.e. program reviews) as a matter of good business practice.
- No savings targets have been set at this time.

Action Required: Management to provide an update at the next meeting.

b) **Ontarians with Disabilities Act and Accessibility Plan-Update provided by Rob Glaister & Christina Dixon:**

- The Accessibility Planning Team of 19 members broadly represents all areas of the ministry
- The Ministry successfully completed all 2004-2005 commitments
- The 2005-2006 Accessibility Plan was shared with MERC
- Staff are encouraged to read the ministry plan and become familiar with the commitments
- Staff are encouraged to bring concerns about personal barriers in the workplace directly to their managers

Action required: Management to provide an update at the next meeting, should any new information be available.

4. NEW BUSINESS

a) **Mileage Rates:**

The Union provided information regarding mileage re-imburement in various jurisdictions (federal and municipal) and in the broader public and private sectors. The Union's position is that the current rate is not adequate and that it should be revisited. The Union inquired as to whether the Employer would be revisiting mileage rates. Management indicated that this item has already been raised by the Union at CERC, and confirmed that the Employer does not intend to adjust mileage rates at this time.

Action required: None.

b) Workplace Wellness:

- The Union inquired regarding the status of the Ministry seeking National Quality Institute (NQI) certification. Management indicated that this certification is not being pursued at this time.
- The Union tabled a workload issue from the 400 University LERC, and raised a number of concerns regarding volume of work, tight timelines, planning and balancing of priorities.
- The Union provided a copy of the Collective Agreement's APPENDIX 30 – Letter of Understanding re Workload Issues.
- The Union inquired about the services provided by the Employee Assistance Program (EAP).

Action required:

- The Union to provide Management with a copy of the specific items raised and unresolved at LERC.
- EAP service provider, FGI, to be invited to the next meeting to provide an overview of their services.
- Items to be placed on the next MERC agenda.

c) Ontario Heritage Trust (OHT):

- The Union requested information about the OHT "expanding its activities" as mentioned in the background information in the disclosure regarding transfer of responsibilities for Heritage Week.
- Management's response was that, if it proves necessary, this information would be revealed in forthcoming disclosures.
- The Union requested that general information be supplied about the expanded role of the OHT, as it could have impact on OPSEU employees at both workplaces.

Action required: Item will be placed on the outstanding items list, and will be placed on the agenda for discussion when appropriate.

d) Successor Rights:

The Union tabled the following at the meeting.

"The Union would like to advise the employer that Dalton McGuinty had promised successor rights to Ontario Public Service (OPS) employees in his election campaign. The campaign was about rebuilding the public service, which includes successor rights. No action has been taken for successor rights for the OPS. All other unionized workers in Ontario have successor rights, which help attract and retain excellent employees. It is the Union's position that the Minister has a strong voice in Cabinet to persuade and encourage the Premier to fulfil his election promise and sustain successor rights for OPS employees. The Union is raising this item at MERC as it was a promise that was made to employees that was not kept. Where elected leaders fail to keep a promise to employees it has a negative impact on labour relations."

Action required: None

e) HR Transformation:

The Union requested a presentation of this item at the next MERC meeting.

Action required: Item to be added to the agenda of the next MERC meeting.

f) OPSEU Unclassified List:

The Union requested a list of all unclassified employees pursuant to Article 20 (B) 16 & 17 of the Collective Agreement.

Action required: Management to explore the feasibility of providing such list at a Ministry level, and will report back at the next meeting.

g) **2006 meeting dates**

Dates for 2006 meetings were set as follows:

- Monday, February 20, 2006 1-4 p.m. at 31 Wellesley St. E
- Monday, May 15, 2006, 1-4 p.m. at the Ontario Science centre
- Monday, September 18, 2006, 1-4 p.m. at the Ontario Heritage Trust
- Monday, December 11, 2006, 1-4 p.m. at 400 University Ave.

Next Meeting: Monday, February 20, 2006, 1-4 p.m. at 31 Wellesley St. E. The Union will Chair the meeting.

For the Union:



Date: 2006.01.24

For Management:



Date: Jan 24/06