

M E M O R A N D U M

OPSEU



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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 30, 2007

SUBJECT: **Ministry of Culture**
ERC Minutes – March 3, 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:

IN SOLIDARITY,

100 Lesmill Road,
Toronto, Ontario
M3B 3P8

e-mail: opseu@opseu.org
www.opseu.org

100 chemin Lesmill
Toronto, Ontario
M3B 3P8

courrier électronique
opseu@opseu.org
www.opseu.org

Tel: (416) 443-8888
Fax: (416) 443-9670

Ontario:

Toll free: 1-800-268-7376

TDD:

(416) 443-9898

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
March 3, 2006 (9:30 a.m.)
31 Wellesley St. E., Boardroom D**

Attendees (for the Employer): Mary Ferguson (Co-Chair), Bob Hogan, Joanne Bénard (Advisor)

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

Recorder: Jaime Urban (Human Resources Branch)

Regrets: Rita Scagnetti

Guests: Richard Moorhouse, Ontario Heritage Trust
Keith Madley, A/Director Business and Fiscal Planning Unit
Debbie Lo, FGI.
Gordon Pim, Ontario Heritage Trust

1. MINUTES

- Minutes of November 22, 2005 meeting -signed and posted.

2. OPENING REMARKS

- The Union provided opening remarks based on comments Gayle Fisher made at a meeting on February 20th. Ms. Fisher emphasized the importance of Labour Relations, LERC's, MERC's and CERC's in the OPS.
- OPSEU has 45,000 members and 15,000 grievances have been filed. Parties agree that there are too many grievances being filed.
- Ms. Fisher mentioned that job evaluation is going to be a big issue and that there will need to be collaboration between the parties.
- There is a stress on training to enhance Labour Relations. A Symposium is being held on April 5th at Queen's Park, for MERC Co-Chairs.

3. BUSINESS ARISING

a) Ontario Heritage Trust (OHT):

- Management provided an overview of the current varied activities and programs of the OHT.
- The trust remains the province's lead heritage agency, working with a broad range of ministries, stakeholders and partners throughout Ontario to ensure that shared heritage is preserved and protected. OHT has assumed the coordination of Ontario Heritage Week.
- The OHT looks at built, cultural, and natural sites and holds heritage properties under the legislation. The OHT has a strengthened role in natural heritage. A new logo has been designed and was launched in February 2006.
- Disclosure was provided in December 2005 regarding a new organizational structure that will provide ongoing support to the implementation of results in all areas of the OHT mandate.
- Management provided an update on current recruitment activity.
- The Union asked if the OHT was expecting to increase their FTE'S and funding within the next year.
- Management responded that many of the new initiatives cited are project based.
- The Union asked about the University of Waterloo Internship program and inquired about the number of interns.
- Management responded that there would likely be three interns as in previous year, associated with the existing agreement with the University of Waterloo.

Action required: None

b) Quality Service – Employee Survey at the Ontario Science Centre:

- Management provided a report back on a discussion that happened at LERC in regards to the OSC Employee Survey.
- A barrier that they were facing was that not all staff members at the OSC have access to an e-mail account. The OSC now has a survey that is not reliant on IT access and all staff will have discrete access to the survey.
- The Union formally requested that the OSC survey questions be shared with the MERC Co-chair.
- This request will be examined by Management.

Action required:

- Further updates regarding the OSC Employee Survey implementation will be provided at LERC (OSC).
- The issue regarding survey questions will be placed on the next MERC agenda.

c) Staff Involvement re: Ontario Media Development Corporation (OMDC) survey results:

- Management reported that the report of the review has not been finalized and hence there is no specific information available at this time relating to the employee survey results.
- The Union requested information regarding the completion date

Action required:

- Management to provide a time line and updates as available.
- Item to remain on agenda as standing item.

d) Workplace Wellness:

- The Employee Assistance Program (EAP) provider, FGI, provided an overview of their organization, the services they provide for staff, and how staff can access their services.
- The service provided is bilingual, confidential and available to staff and their families. FGI offers both personal and work related solutions and short term professional services. The service is provided free of charge.
- Further to the last meeting, the Union acknowledged that they still need to provide Management with a copy of the specific items raised and unresolved at the 400 University Avenue LERC.

Action required:

- The Union to provide Management with a copy of the specific items raised and unresolved at LERC (400 University Avenue, Toronto).

e) OPSEU Unclassified List:

- At the last meeting the Union requested a list of all Unclassified OPSEU employees.
- Management is unable to provide a Ministry list because the resources are not available. However, information regarding unclassified arrangements is provided to the Union corporately pursuant to Collective Agreement obligations.
- The Union requested that this item be put on hold and brought forward at the next meeting. Management agreed.

Action required:

- Item to be placed on next MERC agenda.

f) HR Transformation:

- Management presented information on the HR Transformation.
- The HR Service Delivery Transformation Project was launched in Fall 2004 to develop an HR service delivery model with efficient structures, systems, and processes that supports the achievement of government priorities and business objectives.
- Information was presented on the issues driving change and the new HR service delivery model.
- The new model will be implemented over the next few years and HR currently is operating business as usual.

Action required:

- Management to provide updates as available.

4. STANDING ITEMS

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

- Management provided a status update on the Results Based Planning Process.
- There is currently heightened activity in relation to year end. The year end processes are compressed this year.

Action Required: None

b) Ontarians with Disabilities Act and Accessibility Plan-Update :

- No update

Action required:

- Item to remain in agenda as standing item.

5. NEW BUSINESS

a) Auditors Report:

- The Union inquired whether there were any additional items of Ministry interest in the Auditors report.
- Management responded that there wasn't.

b) CA Article 1.4

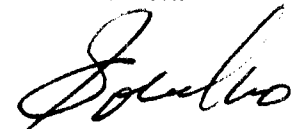
- Management is now required to disclose at each MERC table any new classifications or new positions within an existing class as per Art. 1.4 of the collective agreement.
- The Union provided Management with a copy of a letter (dated December 6, 2005) to Gayle Fisher, ADM, MGS, from Terry Baxter, OPSEU, OPS Chief Negotiator, proposing the use of a spreadsheet to disclose this information to each MERC.

Action required:

Management will review the template and respond to this request at the next meeting.

Next Meeting: Monday, May 15, 2006, 1-4 p.m. at the Ontario Science Centre. Management will Chair the meeting.

For the Union:



Date: *MARCH 23, 2007*

For Management:



Date:

march 23/07