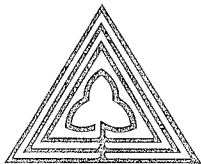


OPSEU



SEFPO

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

MEMORANDUM

TO: All Presidents and Stewards with members in the Ministry of Education

FROM: Terry Baxter, OPS Supervisor/Negotiator

DATE: April 4, 2005

SUBJECT: **Ministry of Education
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

/jm

cc: Executive Board Members
Senior Staff
Ministry ERC
MERC Chairs
Regional Offices

Terry Baxter
OPS Supervisor/Negotiator

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**MINISTRY OF EDUCATION
DIVISIONAL MEETING**

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

CALL TO ORDER

Sister Alicia Czekierda, MERC Chair, called the meeting to order at 9:15 a.m.

INTRODUCTIONS

Alicia Czekierda, MERC Chair

Bob Greer, L.701

Ted Loughead, Staff Representative, Owen Sound Regional Office

ADOPTION OF THE AGENDA

MOTION

Moved: J. Ayers (L.104)

Seconded: B. Greer (L.701)

To amend the Agenda to include the reports by locals.

CARRIED

MOTION

Moved: J. Ayers (L.104)

Seconded: B. Greer (L.701)

To adopt the Agenda as amended.

CARRIED

ADOPTION OF THE PREVIOUS MINUTES

MOTION

Moved: R. Genesse (L.478)

Seconded: C. Cormier (L.456)

To adopt the minutes of the previous Divisional Meeting.

CARRIED

BUSINESS ARISING FROM THE MINUTES

Discussion of the Sub-Committee of the MERC for Provincial Schools was raised. The decision of the delegates of the Provincial Schools Branch held during the Convention of 2004 was to veto this Sub-Committee.

ERC TEAM REPORTS

MERC Chair Alicia Czekeirda distributed the MERC Report (attached).

ELECTIONS

Ted Loughead reviewed the election procedures.

MERC TEAM

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
D. Rapaport (L.503)	A. Czekierda (L.104)	Stand	Acclaimed
A. Czekierda (L.104)	C. Cormier (L.456)	Stand	Acclaimed
A. Czekierda (L.104)	B. Greer (L.701)	Stand	Acclaimed

MERC ALTERNATES

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
B. Greer (L.701)	F. Hiltz (L.313)	Stand	1 st Alt.
A. Czekerda (L.104)	D. Rapaport (L.503)	Stand	2 nd Alt.

MERC CHAIR

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
J. Ayers (L.104)	A. Czekeirda (L.527)	Stand	Acclaimed

MERC VICE-CHAIR

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
A. Czekerda (L.104)	C. Cormier (L.456)	Stand	Acclaimed

MERC MEMBER

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
A. Czekerda (L.104)	B. Greer (L.701)	Stand	Acclaimed

MOTION

Moved: A. Czekerda (L.104) Seconded: B. Greer (L.701)

That all ballots be destroyed.

CARRIED

NEW BUSINESS

MOTION

Moved: A. Czekierda (L.104)

Seconded: B. Greer (L.701)

To affirm our position on Workfare: that we are opposed to this program and will be monitoring it. We will bring this forward to the next MERC.

CARRIED

Local Reports were given as per amended Agenda by: D. Rapaport (L.503), J. Ayers (L.104), R. Genesse (L.478), B. Greer (L.701), C. Cormier (L.456), F. Hiltz (L.313).

ADJOURNMENT

MOTION

Moved: D. Rapaport (L.503)

Seconded: B. Greer (L.701)

To adjourn.

CARRIED

The meeting adjourned at 10:30 a.m.

AUTHORIZED FOR DISTRIBUTION:



Alicia Czekeirda
Chair
Ministry of Education
Attach. (1)



Leah Casselman
President
OPSEU

A4

**MINISTRY EMPLOYEES RELATIONS
COMMITTEE**

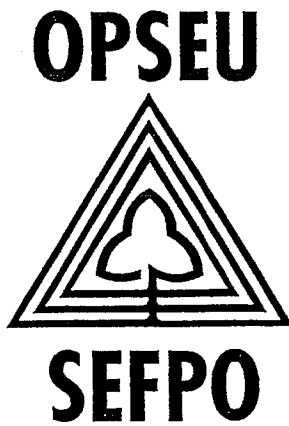
MINISTRY OF EDUCATION

DIVISIONAL MEETING REPORT

SHERATON HOTEL

JAN 23, 2005

Report by: Alicia Czekierda, Chairperson



Ministry Employees Relations Committee (EDU)
Divisional Meeting Report

Over the past two years, your MERC team members had dealt with many agenda items. Your team worked very hard trying to raise your issues and find resolutions. We also experienced changes within the team. Shortly after our elections, our vice chairperson resigned due to a new job outside the bargaining unit within the Ministry. Our third team member Robert Belontz took over the role of vice chair. Our first alternate Bob Greer became our third member of the team. The following is a brief outline of the initiatives.

Provincial Schools Governance:

Over the course of the last two years there has been no change in the status of this item.

Term Classified:

Management advised that no one has been hired in the ministry under this provision. Management is awaiting further direction from MBS. To this date there has been no change on this item.

Shared Services Bureau:

A number of issues were brought forward by the Provincial Schools in regard to non payment of benefits, merit increases, and payments to retired members. Union also raised concerns regarding benefits for seasonal employees. The issues of seasonal staff disappearing from the insurance carrier's records at the end of June each year with the result that their claims were denied when they returned in September. The Provincial School Branch submitted to Shared Services Bureau (SSB) a list of those seasonal employees who were expected to return in September 2003. In February 2003, Management worked with Shared Services Bureau to fix this problem. It was agreed at that time that the names of seasonal staff would be submitted to the insurance carrier in July of each year, for coverage starting in September.

Health & Safety Issues at W. Ross McDonald School (PSB):

The Union stated that there has been a problem with Health and Safety issues at the school for quite some time. Both of the pool and gym areas had health and safety issues. The Union indicated that there have been some changes for the better at the school and some hiring has occurred on a casual basis.

Field Services Branch-Changing Unclassified Positions into External Secondments:

The issue of Education Officers, who unclassified contracts have expired, had rejoined the Branch as school board secondees. The union indicated that these individuals should have continued on unclassified contracts. Since this was brought up to the team, management were made aware of these practices were irregular and these issues. It is reported that we are unaware of any recurrence of the problem, but will continue to monitor the situation.

CODE:

The union raised concerns that CODE (The Council of Directors of Education). CODE was either collecting information or contracting the collection of information which went beyond its role as a stakeholder group and amounted to performing work which was part of the responsibility of OPSEU Field Services Education Officers.

Management noted that progress has been made in the area of staffing as 14 new Educational Officers have been hired to reflect needs associated with core functions. Management reiterated, however, that as special projects and initiatives are being implemented options for implementation of these projects/initiatives are considered. The use of CODE has not resulted in the reduction of the use of staff in Field Services.

Workplace Discrimination and Harassment Prevention (WDHP):

The union has over the course of many months worked to have training in WDHP and the issues of the appropriate use of information technology and resources. The Union took the position that not enough emphasis has been placed on WDHP training outside of the I & IT context. It was suggested that there is a need for more in-depth training on identifying discrimination, knowing your rights and understanding the WDHP complaint process. Management confirmed that the training would be considered mandatory for all staff. Union expressed concern that the SSB generic training package does not cover Provincial Schools specific scenarios. It stressed that the WDHP policy has to be explained and understood in the context of the environment of the Provincial Schools. Management responded by stating that it anticipates fulfilling its commitment by customizing available WDHP training to reflect the unique situation of the Provincial Schools. An outside group provided the training to the members within the Provincial Schools Branch which was met with positive remarks.

Criminal/Security Reference Checks:

The union raised the issue of the Provincial Schools Branch implementing criminal reference checks on all of the opseu members within the schools. Management cited that Regulation 521 passed pursuant to the Education Act, required security checks are required on all staff which is distinct from any policy on security checks being developed corporately. The Union inquired as to who drafted the policy and whether there would be an opportunity for collaboration. The Union indicated that it was still looking at the Criminal Background Checks package but sought clarification on who would pay for the checks and what would happen to an employee who was found to have a criminal record. Management indicated that employees would pay for the checks and be reimbursed by the Employer.

Meeting was held with HR management on Fri. Dec. 17, 2005 and Fri. Jan. 14, 2005. Management extended the time lines to June 30, 2005 and a partial reimbursement of the cost of getting the CPIC done. Management confirmed that the level of CPIC check is a level one. Staffs who received the Nov. 17th &/or Jan. 14th letter to let the Ministry know if the CPIC check was in fact done previously. A further meeting is scheduled with Ministry representatives to discuss the Criminal Background Check Policy. Stephen George (JSO) is the lead for communications and advocating for individual members. There will be a further communication regarding the filing of annual Offence Declarations.

Discrepancy Amongst Provincial Schools in the Reporting of Sleep-Over Time for Scheduled A Employees:

Management confirmed that the way that Robarts School reporting sleep-over time may have an effect on pensionable service. The issue of one of its members was amended to reflect that time as pensionable time. Management believes that Robarts School may be reporting this time correctly and that the other provincial schools may be incorrect in counting this time toward pensionable services. Management was to seek further advice from MBS as to how the sleep-in hours will be treated at all provincial schools in the future. If there is any change the Union will be notified and a communique will be sent out to affected staff. The Union highlighted that this change would have enormous implications for full-time staff. *At the present date we have not heard anything further on this subject and have not raised it either.*

I would like to thank all members in the Ministry of Education who provided me with information, documentation, and agenda items. Without your input it would have made the EDU team's job much more difficult. Thanks to my team members and our job security officer for their support, knowledge, assistance and encouragement throughout my term of office.