

MEMORANDUM

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

FROM: Ruth Hamilton, OPS Supervisor

DATE: June 23, 2010

**SUBJECT: Ministry of Education
ERC Minutes – June 16, 2010**

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

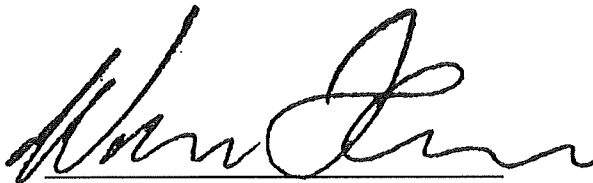
Please post or otherwise make them available to the members in your workplaces.

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,



Warren (Smokey) Thomas
President



Ruth Hamilton
OPS Supervisor

/sk
att.

cc: MERC Chairs
Ministry ERC

**MINISTRY OF EDUCATION
 MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC)
 Pond Room
 Macdonald Block, 900 Bay Street, Toronto, Ontario
 June 16, 2010**

For Management:
 Pat Macdonald-Rea, Co-Chair
 Barry Finlay
 David Doherty

For OPSEU:
 Chris Cormier, Co-chair*
 Susan Blackford
 Sandra Richardson
 Stephen George

*Chair of the Meeting

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
Confirmation of Agenda	Results based Planning, and Diversity Initiatives were added to the agenda as standing items.	
STANDING ITEMS:		
Minutes	The minutes were approved at the February 17, 2010 meeting.	
Seniority List, Unclassified Reports	OPSEU had requested a seniority list for seasonal staff. Management indicated that the list is almost complete. OPSEU will provide a list of concerns with entries on the unclassified list. Management will review and respond.	The list will be sent before the end of June, 2010.
Provincial Schools Branch Employee Relations Committee	OPSEU wishes to further review the draft terms of reference and will provide comments before the next MERC.	OPSEU will provide comments on the draft terms of reference before the end of June, 2010.

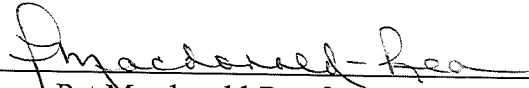
AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
	For purposes of continuity OPSEU requested that the management MERC Co-chair attend the two BERC meetings post June 21, 2010.	The management MERC Co-chair will attend the two BERC meetings post June 21, 2010
Results Based Plans	OPSEU requested an update on the 2010-2011 Results Based Plan.	Management will provide Ministry specific information to MERC members.
Diversity Initiatives	<p>OPSEU requested an update. Management indicated discussions are ongoing. The Deputy Minister of Education has chosen to champion issues related to mental health in the workplace.</p> <p>A proposal to expand the mentorship program to bargaining unit staff is being discussed at the Assistant Deputy Minister level.</p>	
BUSINESS ARISING		
Attention Deficit Hyperactive Disorder (ADHD) Centralizing Disclosure	OPSEU noted that the evaluation of the Northern pilot project was expected at the end of April. An update was requested. Management indicated that the pilot has not been completed.	Management reaffirmed its commitment to share the results with the MERC members as soon as it is available.
PSB Engagement Survey	OPSEU requested an update. Management indicated that suggestions have been collected and categorized and some implementation teams have been established. Action has not progressed as expected, pending the appointment of a new director. Addressing staff engagement issues is scheduled to be a focus of the upcoming BERC meeting.	To be discussed further at the June 21, 2010 BERC.
NEW BUSINESS		
Education Officers Bargaining Unit Integrity	Management clarified the differences between the OPSEU Education Officer duties and those of the AMAPCEO Education Officers in the Literacy and Numeracy Secretariat and the Student Success / Learning to 18 branches.	

G8 G20 Summits	<p>OPSEU requested an update as to information that has been sent to staff. It is anticipated that there will be transportation disruptions. Communication to staff, including Questions and Answers, has been posted on my OPS. Key messages: services continue, managers and employees need to discuss issues in advance, and managers need to be flexible with alternative work arrangements.</p>	
Bill 168 Rollout-Plan	<p>The Ministry is working on a roll-out plan, it has been waiting on further information from the centre. A memo is going out to managers today to identify their responsibilities. The violence risk assessment is being rolled-out and is expected to be completed by December 2010.</p>	<p>The roll-out plan will be provided to the next Joint Health and Safety Committee, once completed.</p> <p>Management will confirm the membership on the Joint Health and Safety Committee before the end of June 2010.</p>
Seasonal Benefits	<p>CERC has agreed to revert to the manual system for alerting the carrier of seasonal staff returning in September. In order to accomplish this, the list of returning staff needs to be provided in August. Management confirmed that it does not anticipate any problem with meeting that time frame.</p>	
Transfer of Early Learning from CYS to EDU	<p>An overview was provided of the transfer of child care programs from the Ministry for Children and Youth Services (CYS) to the Ministry of Education. Eight staff transferred as an intact policy unit from CYS – including 1 OPSEU represented employee.</p> <p>The purpose of the change is to provide an integrated childcare-education system.</p> <p>Responsibility for contract management will transfer to the Ministry of Education in the fall 2010. CYS has determined that no CYS staff would transfer as a result of the change, and that there would be no job</p>	

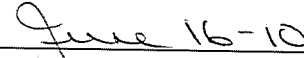
	<p>loss as a result of the transfer of the contract management responsibility.</p> <p>The Ministry of Education is currently reviewing how it will structure its operations to implement these changes.</p>	
Changes to the Ontario Teachers' Pension Plan	<p>Management confirmed that all questions related to the pension plan changes need to be addressed directly to the Ontario Teachers' Pension Plan (OTPP). Questions and Answers can be found on the OTPP website.</p>	
Workplace Discrimination and Harassment Prevention (WDHP) Contact	<p>The Workplace Discrimination and Harassment Prevention (WDHP) contact for the Ministry of Education is Carol-Ann Marshall, Centre for Health Safety and Wellness 416-235-4423.</p> <p>A memo has gone out to managers identifying their new responsibilities, and requiring the posting of the updated policies. Managers are directed to ensure that all staff complete the three online modules.</p> <p>The MyOPS weekly bulletin of June 14, 2010 was devoted entirely to the new changes. The MyOPS wellness site contains copies of the revised policies and Questions and Answers.</p> <p>For staff with WDHP issues the first point of contact should be the manager. Employees who are uncomfortable doing so may choose to contact their Human Resource advisor or contact the Centre for Employee Health and Safety directly.</p> <p>OPSEU indicated that it feels that the WDHP training should be mandatory for all staff.</p>	

Additional Meeting

An additional meeting was scheduled for November 23, 2010.



Pat Macdonald-Rea for Management



Date



Chris Cormier, for the Union



Date