

MEMORANDUM

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

FROM: Brian Gould, OPS Supervisor/Negotiator

DATE: April 16, 2008

**SUBJECT: Ministry of Education
ERC Minutes – March 20, 2008**

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.

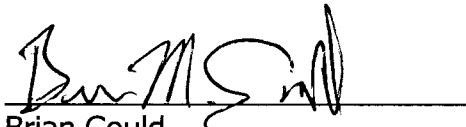
PLEASE NOTE: THESE MINISTRY MINUTES WERE PREPARED BY THE EMPLOYER.

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,



Warren (Smokey) Thomas
President



Brian Gould
OPS Supervisor/Negotiator

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att.

cc: MERC Chairs
Ministry ERC

**MINISTRY OF EDUCATION
 MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC)
 Baordroom A, OPSEU Regional Office, 31 Wellesley Street East, Toronto, Ontario
 March 20, 2008**

For Management:
 Lisa Sherin, Co-Chair*
 Simon Ouellet
 Mercedes Gagnon
 David Doherty
 Deborah Metrakos

For OPSEU:
 Alicia Czekierda, Co-Chair
 Chris Cormier
 Sue Blackford
 Stephen George

*Chair of the Meeting

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
Confirmation of Agenda	<p>“New Dates” removed and “Sample Joint Agreement” deferred. “Resource Services - Potential Surplus” added. “Provincial Schools Branch Employee Relations Committee” moved to Business Arising.</p> <p>Agenda approved as amended.</p>	
Minutes	The Minutes of the December 14, 2007 minutes were signed prior to the meeting.	
BUSINESS ARISING		
Local Employee Relations Committee Training Module	<p>Management representatives for E.C. Drury and Centre Jules-Léger were identified as follows:</p> <p>E.C. Drury: Larry Moroni Don Christenson Fran Bulger</p>	Determine which Local Employee Relations Committees (LERCs) have not had training, assist in arranging for any additional training required, and determine whether the LERC training is available in French.

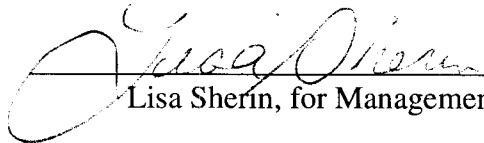
AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
	<p>Centre Jules-Léger Julie Cloutier-Rainvillie Andre Duguay Marie Lahssen</p> <p>The Union identified its representatives as follow:</p> <p>Centre Jules-Léger Josee Giroux Martin Grenier Rejean Genesse</p> <p>E.C. Drury Dave Van Tol Lisa Morden Delores Fry</p>	
Seniority Lists, True Vacancy Report, Unclassified Contracts	<p>Reports sent on March 13, 2008. It was noted that the unclassified list includes a number of classified and excluded staff.</p> <p>Management confirmed that it was continuing to review the true vacancy list for accuracy. The contact for this exercise at the Provincial Schools Branch is the Human Resources Unit.</p>	Management will re-run the unclassified list and send it to the MERC members.
Provincial Schools Governance	Nothing new to report. Management informed the MERC of some interim and permanent realignment of management responsibilities.	
Residence Review	The consulting firm provided French language consultant services for the review at Centre Jules-Léger. The focus groups were set for times when all staff could attend. The final report from Deloitte is expected within the next couple of weeks. An executive summary will be sent to the MERC members.	Management will e-mail the executive summary to all MERC members and will send the full report to the OPSEU MERC Co-chair. The full report will also be available to any staff member on request.

WSIB Summaries	The missing report was sent on January 30, 2008. The most recent summary was sent March 7, 2008.	
YMCA Day Care at E. C. Drury School	<p>Management reported that a formal agreement was sent to the YMCA on March 3, 2008. A copy was sent to MERC members on March 6, 2008.</p> <p>The Union asked where the agreement addresses WSIB responsibility. Management indicated that WSIB liability flows from the statement in the Agreement that the Provincial Schools Branch remains the employer of the Classroom Assistant. Management confirmed that the assignment expires at the end of the current school year.</p> <p>The Union requested that it be formally copied on the agreement.</p> <p>An additional 32 hour unclassified staff member was hired as a result of the operational need created by the YMCA assignment.</p>	<p>Management will send MERC members a copy of the signed agreement once received.</p> <p>Management agreed to formally copy the Union on any agreement renewal.</p> <p>The item will be removed from the agenda.</p>
Results Based Planning	Nothing new to report.	
Workplace Violence and Prevention	Management reported that it is still reviewing the toolkit, including its resource implications.	
Human Resource (HR) Transformation Update	<p>A teleconference was held on March 17, 2008 with all MERC Co-chairs. A further disclosure will be made on Tuesday.</p> <p>The Union expressed its disappointment over the Provincial Schools Branch not being included in the transformation. Management confirmed that the Provincial Schools Branch will be able to access the expertise of the new Centres of Expertise.</p>	
Family Stat Holiday	Referred to CERC. Nothing new to report.	
Time off for Union Business	The Union raised concern over questions asked in relation to a recent union leave request, given that a time-off letter was supplied by OPSEU Corporate. Management indicated that it asked the purpose of the leave to determine whether a letter was needed. Management had to confirm coverage.	The item will be removed from the agenda.

Provincial Schools Branch Employee Relations Committee	The Union indicated that it has a number of questions which it will send Management.	The Union will send its questions and the parties will follow-up with a teleconference discussion.
NEW BUSINESS		
Systems Officer 1 at Brantford	The Union raised an issue of an OPSEU systems officer who was surplusd only to be re-hired as a consultant. The same situation exists at two other sites.	Management will be making a formal proposal to OPSEU Corporate to resolve this issue next week.
Resource Services Potential Surplus	The Union raised an issue regarding a temporary reassignment of an OAG staff member resulting from the need to backfill for a pregnancy/parental leave. The Employee wants to return to her home position, with the backfill position being filled through a competition. Management responded that this is just an assignment of work within the job classification.	Management will review the situation with the responsible superintendents and will report back before the next meeting.
Attendance Threshold	An e-mail was sent on March 6, 2008 to MERC members indicating that, pending a review of the attendance support program, the threshold remains unchanged at 8.4 days.	
Inclement Weather Policy	The Union expressed concern that the recent memos regarding inclement weather do not include any provision for the closure of a school. There is no provision for payment of seasonal staff in the case that they cannot work because of the weather. Management indicated that the ineligibility of seasonal employees for special and compassionate leave is a matter that needs to be resolved through bargaining. The Ministry has no ability to change these entitlements itself. The Branch cannot make a policy incorporating the closure of schools because of the residential nature of those schools. The Union indicated that there needs to be a timely and consistent message around school closures so that staff do not put their safety at risk.	Management will review the inclement weather communication and ensure that it is distributed earlier next year.

<p>Leadership / Mentorship Program</p>	<p>The Union requested clarification regarding the nature of the program and the selection process.</p> <p>Management responded that the program was put in place in 2005/06. It was originally only for academic staff in anticipation of staff turnover. The program was then expanded to include residential counselors. The program will be reviewed this year including the possibility of further expanding it to include other staff. The program includes a number of modules including interviewing, leadership, conflict resolution etc. This year there are about 20 participants, approximately half academic and half residential.</p> <p>Expressions of interests are sent out each year through managers. Applicants need the support of their managers for inclusion. All but one applicant was accepted this year. Management agrees that there is the need for greater clarity as to the selection criteria.</p> <p>The Union indicated that some have found the selection process and the program itself to be detrimental to its membership. In some cases managers were appointed directly from the program. Concern was also expressed that two individuals denied for the program are union activists with the result that there is an appearance of anti-union animus. Concern was also expressed about the program being held only in Milton.</p>	<p>Management will review the program for next year. Management will take the Union's concerns into account during this review.</p>
<p>WDHP Subcommittee update</p>	<p>The subcommittee met by teleconference. The committee is looking at using a blended approach to training. The orientation website will be used to ensure the policy is brought to the attention of new employees. A Ministry of Environment interactive training module is being reviewed for adoption by the Ministry. The Centre for Leadership training, available in the regions, was reviewed, as well as the potential for bringing trainers in where not readily available.</p>	<p>The Union EDU/TCU MERC members will review the proposed strategy, following which the committee will reconvene.</p>

	It was recognized that a communication strategy is a critical component of the training plan. The WDHP Coordinator was involved in the teleconference and will be part of the implementation activity.	
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Lisa Sherin, for Management

03/26/08
Date



Alicia Czekierda, for the Union

April 4/08
Date