

MEMORANDUM

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

FROM: Ruth Hamilton, OPS Supervisor

DATE: July 8, 2011

SUBJECT: **Ministry of Education**
ERC Minutes – June 9, 2011

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

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att.

cc: MERC Chairs
Ministry ERC

**MINISTRY OF EDUCATION
MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC)**

June 9, 2011

9:00 am – 1:00 pm

Boardroom 851 / Mowat, 900 Bay Street

For Management:

Pat Macdonald-Rea, (Co-Chair) – Manager, Strategic Business Unit (EDU/TCU)
Nancy Sanders, Director, Provincial Schools Branch
Alex Seres, Employee Relations Advisor, CER (MGS)
Bridget Jeanes, Labour Relations Analyst (MGS)

For OPSEU:

*Chris Cormier, (OPSEU CO-CHAIR) – Residence Counselor, Sir James Whitney School, Provincial Schools
Daryl O’Grady- Residence Counselor, Sir James Whitney School, Provincial Schools

Guests:

Norma Kilbride, Manager - Organizational Learning and Excellence (EDU/TCU)
Janice Cox, Strategic Business Advisor (EDU/TCU)
Jill Vienneau, Director - Early Learning Policy & Programs (EDU)
Sarah Truscott, Project Manager (EDU)

Regrets:

Susan Blackford, Orientation and Mobility Specialist, W. Ross Macdonald school, Provincial Schools
Stephen George, OPSEU Job Security Officer

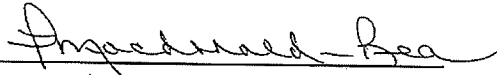
*Chair of the Meeting


AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
1. Confirmation of Agenda	The agenda was confirmed.	
2. Minutes	The minutes from the previous meeting were signed.	
STANDING ITEMS		
1. True Vacancy, Fixed Term Reports	The reports were provided to OPSEU on June 1, 2011.	
2. Provincial Schools Branch Pilot	<p>Management provided copies of the results of the pilot Provincial Schools Branch Employee Relations Committee (BERC) survey.</p> <p>Discussion regarding feedback from the survey.</p> <p>OPSEU indicated that the BERC pilot was successful in building positive relationships, improving communication between the parties and working towards resolution of issues.</p>	<p>Management and OPSEU to have a follow-up discussion regarding costing prior to the next MERC meeting.</p> <p>The two BERC Co-Chairs to discuss scheduling the next BERC meeting.</p>

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
	<p>OPSEU indicated that travel was a concern for BERC members.</p> <p>Management indicated that the BERC pilot was largely successful. Communication and relationship building improved. Management raised a concern about the cost of the BERC, moving forward.</p> <p>OPSEU to consider a cost-sharing initiative.</p> <p>Management suggested 2 face-to-face meetings and 1 meeting via video conference per year. OPSEU agrees in principle to the proposal.</p> <p>OPSEU raised concerns with the video conferencing format, outlining that the format could raise communication challenges.</p> <p>Both Management and OPSEU indicated that they would like to see the BERC continue.</p>	
3. Results Based Plans	<p>Results Based Plans were shared with the OPSEU MERC team.</p> <p>OPSEU inquired about the number of people registered for the Voluntary Exit Option.</p>	
4. Diversity Initiatives	<p>Management indicated that there is a Fair Human Resources Practices workshop, mandatory for Managers, taking place today. This workshop is focused on how Managers practice human resources policies in areas such as recruitment and learning and development opportunities. The goal is to raise awareness about breaking down barriers in human resources practices.</p>	
5. Seasonal Benefits	<p>OPSEU indicated that are still challenges with Ontario Shared Services, regarding seasonal benefits.</p> <p>OPSEU requests that the lists go into the insurance companies in August, to ensure that benefits for Seasonal OPSEU members are in place for September.</p>	<p>Management to follow up with written request to Ontario Shared Services in mid-July.</p>
6. I and IT Cluster Review (ITELC Disclosure)	<p>OPSEU request that if there are impacts to staffing in the Community Services Cluster as a result of the review, that Management follow-up with OPSEU.</p> <p>Management indicated that there is no update.</p>	<p>Management to report back to MERC as to whether the review is complete.</p>
7. Agency Staff	<p>Management has yet to issue the joint memo regarding the appropriate use of temporary agency staff.</p>	<p>Management to issue a joint memo with Regional Human Resources Advisory</p>

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
8. MCYS Early Learning Transfer to EDU	<p>Management indicated that the Ministries have been working on the final phase of the transfer, childcare licensing and enforcement. Management is currently focusing on knowledge transfer. EDU employees will be spending time with CYS staff to gain an understanding of the business. Management will be working with a consultant, seeking advice and recommendations on how to set up the work in the Ministry of Education.</p> <p>OPSEU inquired as to how many inspectors there are in CYS that do this work.</p> <p>Management to follow up.</p>	<p>Services.</p> <p>Management will report back to MERC with the number of OPSEU represented Inspectors in MCYS.</p>
NEW BUSINESS		
1. Temp Assignments	Management indicated that this information is not tracked by the Ministry.	
2. Communications Branch, Ministry of Education	No update.	Management to schedule a teleconference with the OPSEU MERC team when the review is completed.
3. Fixed Term Pay Increases and Seniority	<p>OSPEU inquired as to whether this information is tracked.</p> <p>Management indicated that this information is manually tracked by Managers.</p>	
4. Health and Safety (Expert Panel Recommendations specific to the Ministry of Education)	No updated.	
5. Pay and Benefits and OSS	<p>Management indicated that they are liaising with Ontario Shared Services to address issues with pay. Management is exploring streamlining the submission of time sheets via scanning, instead of fax.</p> <p>OPSEU inquired as to whether there is any way to mitigate the lag time in correcting errors in members' pay cheques.</p>	<p>Management to clarify the issues specific to the W. Ross MacDonald site.</p> <p>Management to update the OPSEU MERC team regarding the results of discussions with Ontario Shared Services, prior to the next MERC meeting.</p>
6. MERC LERC Joint Memo		

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
7. School Board Secondments OPSEU Education Officers	OPSEU indicated that OPSEU Education Officers are concerned about the integrity of their work related to external secondments.	
8. System Officers	OPSEU recommended that Management consider training and development opportunities for Systems Officers in cases where the work is changing.	
9. Next Meeting	The next MERC date is October 20, 2011	


 Pat Macdonald-Rea, for Management


 Chris Cormier, for the Union

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