

MEMORANDUM

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

FROM: Brian Gould, OPS Supervisor

DATE: February 22, 2010

SUBJECT: **Ministry of Education**
ERC Minutes – February 17, 2010

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

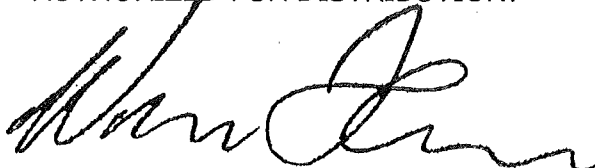
Please post or otherwise make them available to the members in your workplaces.

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.

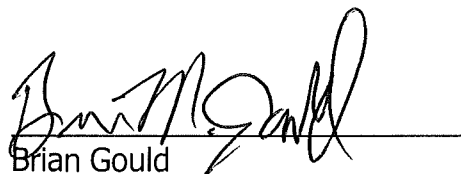
PLEASE NOTE: THESE MINISTRY MINUTES WERE PREPARED BY THE EMPLOYER.

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,



Warren (Smokey) Thomas
President



Brian Gould
OPS Supervisor

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att.

cc: MERC Chairs
Ministry ERC

**MINISTRY OF EDUCATION
 MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC)
 Pond Room
 MacDonald Block, 900 Bay Street, Toronto, Ontario
 February 17, 2010**

For Management:
 Pat Macdonald-Rea, Co-Chair*
 Sandra DiProspero
 David Doherty
 Regrets: Nancy Sanders

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

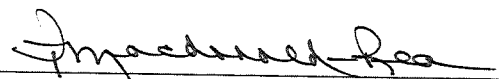
*Chair of the Meeting

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
Confirmation of Agenda	'Attendance Thresholds' was added to the agenda.	
STANDING ITEMS:		
Minutes	The minutes were reviewed and revised.	
Seniority List, True Vacancy Report, Unclassified Contracts List	The fixed-term list was provided at the meeting. OPSEU requested that the report be provided a couple of weeks before each meeting.	Management committed to providing the fixed-term list a couple of weeks in advance of each meeting.
Provincial Schools Branch Employee Relations Committee	Management confirmed that it is prepared to fund all costs for a one-year pilot project.	It was agreed that an ad hoc meeting be held to further discuss the issue.

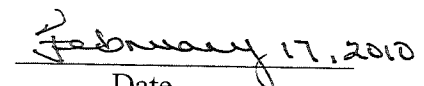
AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
BUSINESS ARISING		
Attention Deficit Hyperactive Disorder (ADHD) Centralizing Disclosure	Management reported that the pilot evaluation has not yet been completed.	Management renewed its commitment to share the review once completed.
OPS Engagement Survey	<p>Management reported the following initiatives have been taken:</p> <ul style="list-style-type: none"> • Management has visited all sites to discuss the engagement strategy • Suggestion boxes have been installed at all sites • A confidential e-mail box has been established for submitting suggestions (approximately 37 suggestions have been received to date). <p>OPSEU suggested that a communication be sent identifying the location of the suggestion boxes and reminding staff of the confidential e-mail address.</p> <p>OPSEU asked about time-lines for rolling out an action plan. Management indicated that it did not have any information on time-lines.</p>	Management agreed to send the communication as requested.
Results Based Plans	Management indicated that there is nothing to report at this time. OPSEU requested that this item be made a standing item.	It was agreed that this item will be a standing item.

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
Schedule 6 Compensating Leave	Management confirmed that the policy's statement that compensating leave "should be taken within 30 days" references Management's objective in its discussion with employees as to a mutually acceptable time under the Collective Agreement. The 30 days is not a fixed timeline. The scheduling of the compensating time remains an item to be discussed between management and the employee on a case-by-case basis.	The minutes will be referred to the OPSEU Local 520 LERC.
Diversity Update	<p>The Diversity framework has been shared. The Ministry is working on an implementation strategy. Management reported that the Diversity leads are excited about Provincial Schools staff participation on the diversity working group.</p> <p>OPSEU identified a contact member for diversity issues.</p>	<p>Management will send a communication to Provincial Schools staff to raise awareness of diversity issues and to encourage participation on the diversity strategy working group.</p> <p>Management will invite the diversity lead for EDU to the next MERC meeting to provide a further update.</p>
NEW BUSINESS		
Health and Safety Presentation	<p>A representative of the Centre for Health Safety and Wellness made a presentation on the 'Health and Safety in My Workplace Resource'. The tool allows users to locate joint health and safety committees and representatives as well as contact information for committee members. A brief overview of the Centre, and the Centre's intranet site was provided.</p> <p>For questions or to update information contact mike.mackie@ontario.ca; 416-327-3833</p>	


Update Ministry Intranet Site	Management indicated that the contact information has been corrected. The remaining minutes will be posted once today's minutes are signed.	
Locations for future Meetings	The parties discussed alternating meetings between OPSEU and Ministry locations.	The parties agreed to alternate meetings between OPSEU and Ministry locations
Attendance Threshold	Management confirmed that the attendance support threshold remains unchanged at 8.4 days.	



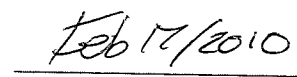
 Pat Macdonald-Rea for Management



 Date



 Chris Cormier, for the Union



 Date