

MEMORANDUM

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

FROM: Ruth Hamilton, A/OPS Supervisor

DATE: November 1, 2010

**SUBJECT: Ministry of Education
ERC Minutes – October 27, 2010**

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

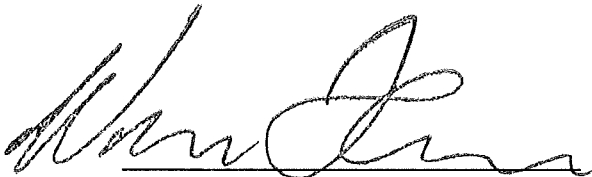
Please post or otherwise make them available to the members in your workplaces.

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
A/OPS Supervisor

/pb

att.

cc: MERC Chairs
Ministry ERC

**MINISTRY OF EDUCATION
 MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC)
 Pond Room
 Macdonald Block, 900 Bay Street, Toronto, Ontario
 October 27, 2010**

For Management:
 Pat Macdonald-Rea, Co-Chair*
 Nancy Sanders
 David Doherty
 Bridget Jeanes

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

*Chair of the Meeting

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
Confirmation of Agenda	.The agenda was confirmed as written.	
STANDING ITEMS:		
Minutes	The minutes were approved at the June 16, 2010 meeting.	
True Vacancy, Fixed Term Contract Report	The True Vacancy and Fixed Term Reports were sent on October 19, 2010	OPSEU will provide Management with a list of concerns arising from the reports.
Provincial Schools Branch Employee Relations Committee	The terms of reference were approved. It was agreed that a teleconference would be scheduled to discuss the evaluation of the pilot project.	Management will distribute a draft evaluation template by November 10, 2010.
Results Based Plans	Management indicated that the plan includes the creation of the Early	

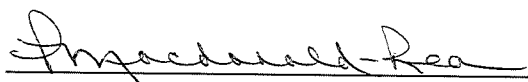
AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
	<p>Learning Division. As currently envisaged it will include the creation of 12 OPSEU positions, 20 AMAPCEO positions and 7 excluded positions. There are also 5 initiatives involving the transfer of salary and benefit funds and/or FTEs to the Community Services I&IT cluster. The purpose of the transfer is to present consistently where the budget and FTEs reside based on agreed transfer decisions. A total of 9 FTEs will be transferred.</p>	
<p>Diversity Initiatives</p>	<p>Management reported that it has launched a 12 month pilot Diversity Mentorship Program. The program was originally restricted to MCP excluded employees. The program was expanded to bargaining unit staff in the fall. There are 43 mentors and 44 employee participants within the Learning Ministries (Education; Training, Colleges and Universities). All applicants were accepted. Individuals have received letters identifying who they are matched to. An orientation meeting will be held shortly.</p> <p>OPSEU asked about next steps outside the mentorship program. Management responded that there is a diversity working group. The EDU Deputy is the Executive Champion for mental health issues. A reference was made to a recent mental health conference sponsored by the Ministry. Efforts are being made to bring a diversity lens to the recruitment process. The executive teams (deputy ministers, assistant deputy ministers and directors) of both Ministries (Education; Training Colleges and Universities) recently attended a conference on being diversity leaders. Work is progressing on applying the diversity lens to the policy program function. The Ministry has an Inclusive Education Branch working on embedding diversity in the policy context.</p>	<p>Management agreed to update MERC on any Ministry policy changes arising out of the application of the diversity lens.</p> <p>Management will invite a program/policy manager for a future meeting to speak to how the diversity lens is being applied in policy development.</p>

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
Seasonal Benefits	It was agreed to keep this item on the agenda pending the development of a permanent solution to this problem.	Management will make inquiries as to the progress towards developing a permanent solution, and will report back prior to the next meeting.
BUSINESS ARISING		
Attention Deficit Hyperactive Disorder (ADHD) Centralizing Disclosure	Management reported that the contract with the Hospital for Sick Children was for two years, ending at the end of the current school year. No evaluation has been prepared by the Hospital. A decision has been made not to extend the research commitment beyond the end of the academic year. In the following school year ADHD students will participate in the existing Learning Disability program at the site closest to their home boards.	This item will be removed from the agenda.
G8 / G20 Summit Update	Management reported that there were no issues of which it is aware related to the summits.	

Transfer of Early Learning from CYS to EDU	Management reported that the next phase in the transfer is to transfer the early childhood project consultant role into the implementation unit. Further disclosure related to staffing, classifications and organization structures will occur as decisions are made.	
NEW BUSINESS		
I&IT Cluster Review	Management reported that options regarding the reorganization of the Technology and Business Solutions Branch are still being considered.	
5% Reduction Targets	<p>Management reported that there is a 3400 Full time Equivalent reduction target (OPS-wide) by March 31, 2012. The Ministry has a 5% target. It is looking initially at vacancy management, contract expiry, and reallocation of work. Each division has a target. The intent is that the reductions be phased 50% in the first year and 50% in the second. In response to a question from OPSEU Management reported that the EDU attrition rate is approximately 4% per year.</p> <p>OPSEU indicated that it was willing to work with the employer to mitigate any impacts of the FTE reduction.</p>	
Use of Temporary Agency Staff	<p>OPSEU reported that it is getting more concerns about the use of temporary agency staff. It asked management if there are any temporary agency staff within the Ministry, where are they located, and what is the duration of their contracts.</p> <p>Management indicated that there is no mechanism for tracking the use of temporary agency staff.</p>	Management committed to sending out a communication to managers recommending that they contact their Human Resource Advisor whenever considering the engagement of temporary agency staff.


EDU Website Update	The Website has now been updated.	Management agreed to place an announcement on the website homepage when new minutes are posted.
Bill 168 Rollout-Plan	<p>Management reported that is working on the roll-out. With respect to training, the numbers of staff who have taken the e-training is lower than hoped (As of October 15, 2010 completion of the e-training modules was as follows: Bill168 – 41%, Workplace Discrimination and Harassment Policy – 47%, Workplace Violence Program – 38%). For Provincial schools staff who can take the on-line training are asked to do so immediately. For those without a PKI there will be group training on November 12 (which coincides with the teacher’s professional development day). The training is available in two formats – regular and ASL.</p> <p>The Literacy and Numeracy Secretariat will be using a Branch meeting on November 19 for group training.</p> <p>With respect to the violence risk assessments, the assessments have been completed except for Provincial Schools. The threat risk assessments at the schools have been completed. A review of the reports is underway to determine what still needs to be done.</p>	<p>Management will provide MERC with the final reports for the Ministry.</p> <p>Management will provide updated training statistics in November, 2010.</p>
W. Ross Macdonald – Resource Consultant	OPSEU raised an issue with respect to a seasonal employee’s claims for overtime. It further raised an issue of whether the employee has in fact been working a ‘classified’ schedule. OPSEU requested Management’s assistance in resolving this issue.	Management agreed to review the position.

W. Ross Macdonald – Resource Services Alternative Format Technicians	OPSEU is asking for an accounting of how vacation credits were assigned when they were placed into the new permanent positions.	Management agreed to make inquiries of OSS as soon as details are provided by OPSEU.
Future meetings	<p>A teleconference will be held November 19, 2010 at 10:00 am to discuss the evaluation process for the BERC.</p> <p>The next MERC dates were scheduled for: January 12, 2011 March 30, 2011 June 9, 2011 October 20, 2011 December 13, 2011</p>	



Pat Macdonald-Rea for Management

October 27, 2010
Date



Chris Cormier, for the Union

October 27/2010
Date