

MEMORANDUM

TO: All Presidents with members in the Ministry of Training, Colleges and Universities
All Stewards in the Ministry of Training, Colleges and Universities

FROM: Brian Gould, OPS Supervisor

DATE: July 23, 2009

**SUBJECT: Ministry of Training, Colleges and Universities
ERC Minutes – June 26, 2009**

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

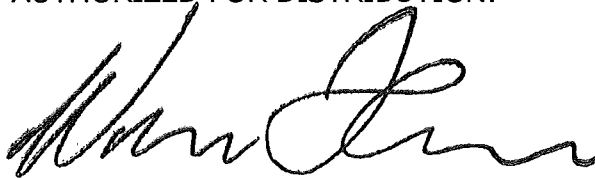
Please post or otherwise make them available to the members in your workplaces.

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

/es
att.

cc: MERC Chairs
Ministry ERC

**MINISTRY OF TRAINING, COLLEGES AND UNIVERSITIES
 MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC)
 Macdonald Block M2-55-1A (THE POND)
 June 26, 2009**

For Management:

Lisa Sherin, Co-Chair
 Sherree Mahood
 Noah Morris
 Jay Naik

For OPSEU:

Sophia Ambrose, Co-Chair*
 Stephen George
 Maurice Blais
 Carla Scherle-Thompson

Guests:

Melody Waldock, Strategic Business Advisor, SBU - EDU/TCU
 Kate Allingham, Project Consultant, MGS
 Tae Miyazaki, Human Resource Advisor, SBU - MGS

*Chair of the Meeting

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
1. Confirmation of Agenda	The agenda was confirmed with the following changes: <ul style="list-style-type: none"> - Removal of Business Arising # 6 "ETC AAP Advisor" as the matter has been resolved. - Removal of Standing Item #3 "OSAP Systems Renewal Project" as the item will be referred back to the Local Employee Relations Committee. - Deferral of Standing Item # 4 "Employee Relations Committee" to the next TCU MERC meeting. 	No action required.

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
2. Minutes	April 21, 2009 minutes signed off on May 19, 2009 and posted to the TCU intranet.	No action required.
NEW BUSINESS		
1. College of Trades	<p>OPSEU met with the impacted members on Tuesday June 23, 2009. Members conveyed their questions / concerns to OPSEU which were relayed to the TCU MERC Management Team.</p> <p>Members had the following Questions:</p> <ol style="list-style-type: none"> 1. What percentage of the work related to the CD03 role will the College be taking on? 2. Will those members who are being transferred retain their insured benefits if they have less than 10 years of service? 3. Will transferring members continue to have access to files that they currently use? <p>OPSEU conveyed that it would like the transferring members to remain in the OPSEU Pension Trust (OPT). Additionally it conveyed that it would like new hires to the College to be part of the OPT. This issue has been conveyed in a letter from OPSEU to the Minister.</p> <p>OPSEU inquired as to whom will be responsible for the modular training program not mentioned in the Act. Additionally OPSEU inquired about who will be doing the promotion for the trades.</p> <p>OPSEU suggested that a joint meeting be held with the Union and the Employer when transferring staff are informed about the final arrangements and entitlements.</p> <p>Management reassured OPSEU that it will continue to work with OPSEU on issues related to the transfer of positions.</p>	Management to provide OPSEU with updates as they become available.

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
2. Nepotism Policy	<p>Management provided OPSEU with a copy of the Staffing Operating Policy and the Public Service of Ontario Act, Ontario Regulation 381/07, Conflict of Interest Rules for Public Servants (Ministry) and Former Public Servants (Ministry).</p>	No action required.
3. Results Based Plans	<p>Management disclosed that the Ministry did not receive any FTEs through the RbP for 2009 / 2010.</p> <p>There was an increase of 3 FTEs for the Private Career Colleges. These FTEs were as a result of the 2008 / 2009 RbP decision.</p> <p>OPSEU inquired if the positions have been filled.</p> <p>Management informed OPSEU that these positions are currently under recruitment.</p>	No action required.
4. Literacy & Basic Skills Funding Announcement	<p>OPSEU expressed concerns about MPPs taking over the work of LBS Consultants through announcing funding to the agencies.</p> <p>Management expressed that while it can not specifically comment on the work of MPPs, the LBS consultants will continue to work with agencies regarding details around their funding.</p>	No action required.

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
<p>5. IT Source – Modern, Mobile I & IT Workforce</p>	<p>Management invited the Project Consultant, MGS & Human Resource Advisor, SBU – MGS to speak to the matter.</p> <p>It was stated that there will be pre-selected individuals in the pool for IT projects across the OPS. Approximately 275 new positions will be created which will include positions in both bargaining units and at the management level.</p> <p>OPSEU questioned what would happen to the positions of the existing OPSEU IT members.</p> <p>Management reiterated that current OPSEU IT members will remain in their positions.</p> <p>OPSEU questioned if there will be enough work for all of the 275 positions. It was stated that there would be.</p> <p>OPSEU asked when all of the 275 positions would be filled.</p> <p>It was stated that if the target of 25 positions per month is met, these positions will be staffed within 11 months.</p>	<p>Management to provide OPSEU with copies of all of the additional information presented.</p>
<p>6. Attendance Support Program</p>	<p>OPSEU expressed its concern with the Attendance Support Program in light of the H1N1 Pandemic. This was done through the presentation of a discussion paper.</p> <p>Management stated that it will forward the discussion paper to the HROntario – HR Policy & Planning Branch.</p>	<p>Management to forward discussion paper to the MGS HRO - HR Policy & Planning Branch.</p>

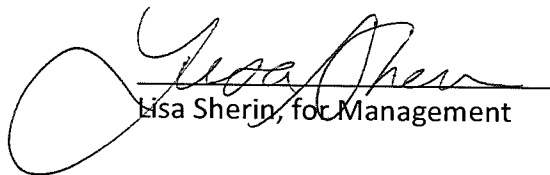
AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
7. Job Posting in Thunder Bay	<p>OPSEU expressed its concerns with a position that was posted in Thunder Bay with one of the successful candidates working out of the Toronto Student Support Branch Office.</p> <p>Management confirmed that the individual is willing to move to Thunder Bay.</p>	<p>Management to provide a response (within 30 days) as to when exactly the individual will be moving to Thunder Bay.</p>
8. TCU Employee Engagement Results	<p>Management invited Melody Waldoock, Strategic Business Advisor – EDU/TCU to speak about the TCU Employee Engagement survey results.</p> <p>In March 2009 – 75 % of TCU staff completed the 2009 OPS Employee Survey. The TCU employee engagement score was 71.11 out of 100 points, an increase from the 2007 score of 67.43.</p> <p>The areas that staff would like to see improvement in are as follows:</p> <ol style="list-style-type: none"> 1. Leadership Practices, 2. Organizational Communication 3. Learning and Development Opportunities and 4. Opportunities for Growth and Advancement. 	<p>OPSEU to review the material provided and forward questions to Management.</p> <p>Management to respond to questions once received.</p>
9. Workplace Consultation	<p>Management shared a June 24, 2009 memo from Angela Coke to all OPS employees encouraging them to participate in consultation that is underway to review the Equal Opportunity Policy and the Workplace Discrimination and Harassment Prevention Policy.</p>	<p>No action required.</p>

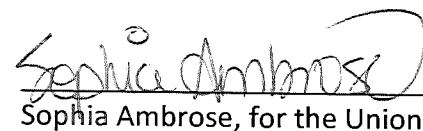
AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
BUSINESS ARISING FROM NEW BUSINESS (LAST MEETING)		
1. Emergency Preparedness	<p>Management conveyed that it has updated the Thunder Bay (189 Red River Road) Emergency Preparedness Handbook and will be providing training for the office.</p> <p>OPSEU asked if the training will be rolled out to other TCU offices.</p> <p>Management stated that each lead Ministry in the office building is responsible for their training.</p>	<p>Management to forward the Thunder Bay (189 Red River Road) training package to OPSEU once prepared.</p>
2. Portfolio Change	<p>OPSEU reiterated its concerns that there should not be a competition for changes in portfolio (EBSM / Apprenticeship).</p> <p>Management conveyed that it will be scheduling a separate meeting with OPSEU to discuss the matter further.</p>	<p>Management to send out a meeting request to OPSEU.</p>
3. Computer Monitors – Thunder Bay	<p>Management stated that the Centre for Employee Health, Safety and Wellness will be contacted for information and guidance on how to manage the ongoing problems with the monitors.</p> <p>OPSEU will encourage their members to speak to their respective managers regarding this issue.</p>	<p>Management to follow up with the Centre for Employee Health, Safety and Wellness.</p>

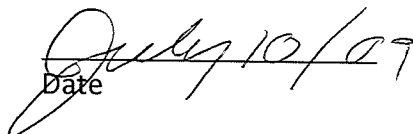
AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
<p>4. Number of Registrations in Province by Region</p>	<p>OPSEU asked if all regions are getting monthly statistics.</p> <p>OPSEU expressed their concern over the focus on numbers versus focusing on the quality of the work.</p> <p>Management stated that the monthly statistics are to be shared with staff.</p> <p>Management stated that the targets for this year have not been set. These are publicly stated targets. Management stated that the targets will be received by next month.</p>	<p>No further action required.</p>
<p>5. Flu Pandemic Planning</p>	<p>Management shared the following materials with OPSEU:</p> <ol style="list-style-type: none"> 1) Most recent version of the TCU Pandemic Plan (part of COOP) 2) Summary sheet on Pandemic Preparedness 3) TCU Pandemic Planning Team members 4) MAG/EDU/TCU member list 	<p>Management to provide updates as they become available.</p>
<p>STANDING ITEMS</p>		
<p>1. Redeployment</p>	<p>Nothing new to report.</p>	<p>No action required.</p>
<p>2. Seniority List. True Vacancy Report, Unclassified Contracts Report</p>	<p>Management provided OPSEU with the lists.</p> <p>OPSEU will be providing management with a list of questions regarding the lists provided.</p>	<p>OPSEU to provide questions regarding the lists provided.</p> <p>Management to provide responses once questions are received.</p>

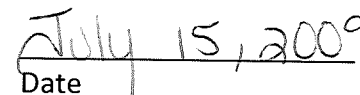
AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
3. Employee Relations Committee	Deferred	Item deferred to next MERC.
4. Employment Services Transformation - Business Process Re-Engineering - Future of Target Wage Subsidy	<p>Management provided two documents:</p> <ul style="list-style-type: none"> - Personal Support Worker Demonstration Project-High Level Outcomes and Meeting Schedule - Business Process Re-engineering No. 23 - Close Out <p>OPSEU will review the documents and forward any questions to Management.</p>	<p>OPSEU to review documents and provide questions.</p> <p>Management to provide responses once questions are received.</p>
5. Transforming TCU	Nothing to report.	No action required.
6. Travel Hours vs. Overtime Hours	<p>OPSEU provided management with examples and clarification.</p> <p>Management to provide OPSEU with response.</p>	<p>Management to provide OPSEU with a response.</p> <p>Item to be removed from agenda once OPSEU receives response.</p>
7. Training Updates	<p>Management provided a Summary Report of Staff Learning / Development and Training Opportunities for 2006 – March 2009.</p> <p>OPSEU requested to be provided with a copy of the complete training plan for the next phase when it is available.</p>	Management to provide OPSEU with the detailed training plan once it is available.

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
<p>8. Apprenticeship Modernization Project</p>	<p>Management reported that there is a Skills Training Working Group (OPSEU, AMAPCEO & Management) to gain information and send information out.</p> <p>Management offered to invite the Project Lead to speak to the technical aspect of the project at the next MERC meeting.</p> <p>It was agreed that this would be a good idea.</p>	<p>Management to invite the Project Lead to come speak to the technical aspect of the project at the next MERC meeting.</p>
<p>9. Classification Review</p>	<p>Management communicated that there has been a delay in the implementation of the results of the review for various reasons including the introduction of the new Assistant Deputy Minister of the Employment and Training Division whose division the review was conducted in.</p> <p>It is expected that the results of the review will be shared with staff within the next few weeks.</p>	<p>No action required.</p>
<p>10. Next Meeting</p>	<p>It was agreed that the next meeting would be taking place on Tuesday September 22, 2009 in the Ottawa Room.</p>	<p>No action required</p>


 Lisa Sherin, for Management


 Sophia Ambrose, for the Union


 Date


 Date