

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

February 25, 2014

9:30 am – Noon

Room 2124 -21<sup>st</sup> Floor, Mowat Block, 900 Bay Street, Toronto

**For Management:**

Pat Macdonald-Rea, (Co-Chair) – Manager, Strategic Business Unit  
Nancy Sanders, Director, Provincial Schools Branch  
Juanita Sheridan, Employee Relations Advisor, CER (MGS)

**For OPSEU:**

\*Daryl O’Grady (Co-Chair) Student Support Counsellor, Sagonaska Demonstration School, Provincial Schools  
Sandra Richardson, Student Support Counselor, W. Ross Macdonald School, Provincial Schools  
Chris Cormier, Student Support Counselor, Sagonaska Demonstration School , Provincial Schools  
Stephen George, OPSEU Job Security Officer

**Guests:**

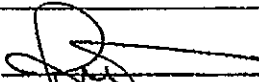
**Regrets:**

\*Chair of the Meeting

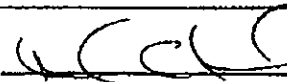
AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
1. Confirmation of Agenda	The agenda was confirmed.	
<b>STANDING ITEMS</b>		
1. Seniority and Fixed Term Reports	<p>Reports were provided to the union by email on February 24, 2014.</p> <p>The union raised concerns that the reports were provided too late. The parties agreed that the reports will be provided at least a week prior to the meeting.</p>	
2. Seasonal Benefits	A Payroll Manager from OSS attended the Provincial Schools BERC meeting on February 5, 2014. The Manager provided an outline of how benefits are reactivated for seasonal employees upon return to work in September.	
3. Pay and Benefits OSS (Seasonal Sick Credits)	Employees in Provincial Schools Branch will have until February 28, 2014 to identify errors with their attendance credits.	
4. Mental Health Awareness (Health and Wellness Initiative)	The Employer will provide a schedule for training sessions to the union. The training sessions will be held for union stewards in the Ministry of Education and the Ministry of Training, Colleges and Universities.	

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
5. LERCs (Early Years Division)	The parties will schedule a teleconference the week of March 3, 2014 to discuss this agenda item. A joint communication regarding the formation of LERCs will be sent to employees prior to the teleconference.	
6. Training and Development	<p>The ministry is offering specific modules from the Administrative Professionals Learning Program to employees. Information can be viewed on the Learn 'n Grow@ Work website at:  <a href="http://cscptomoap00175/sites/EDUTCUnortico/HR/Pages/RevisedLearnandGrowpage.aspx">http://cscptomoap00175/sites/EDUTCUnortico/HR/Pages/RevisedLearnandGrowpage.aspx</a></p> <p>Information for the Administrative Professionals Learning and Development Program (APLDP) offered by the CFLL can be found at (must log into MyOPS):  <a href="https://intra.myopskdc.gov.on.ca/training/learning.nsf/0/8BD0BC1490642A4F8S257B5C006BEE16?OpenDocument">https://intra.myopskdc.gov.on.ca/training/learning.nsf/0/8BD0BC1490642A4F8S257B5C006BEE16?OpenDocument</a></p>	
7. TEI	The Employer confirmed that 71% of TEI applications submitted by OPSEU-represented employees in the Ministry of Education have been approved.	
8. Appendix 39	The parties agreed to remove this item from the agenda. The item will be added to the agenda for discussion if the Employer uses Appendix 39.	
9. BERC Update	The Provincial Schools BERC met by videoconference on February 5, 2014. The next meeting is scheduled for May 14, 2014.	
10. Educator Capacity update	All consultations have been completed. The information gathered from the consultations has been compiled into a report. The Employer is currently reviewing the report.	
11. Diversity Mentorship update	At the last meeting the Union recommended 1) the development of a Community of Practice for mentors and 2) that outcomes of the program be tracked as a way to monitor the program's success. The Employer has forwarded the union's recommendations to the Diversity Office.	
12. Child Care Quality Assurance and Licensing Branch <ul style="list-style-type: none"> <li>a. Travel</li> <li>b. Job Specs</li> <li>c. Work Load</li> <li>d. Inspections</li> <li>e. Unlicensed Complaints</li> <li>f. Mandatory Attendance at Conference</li> <li>g. Denial of Travel Expenses</li> </ul>	The parties will schedule a teleconference the week of March 3, 2014 to discuss this agenda item.	

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
13. MEDU MERC to be given one day off each month to conduct the business of the MERC,	The Employer advised that one day off a month is not feasible. The Employer is open to considering requests for time off on an as needed basis. The Union advised that it is their position that one day off per month for the co-chair is needed to address member concerns in the ministry. The parties will further discuss this as part of the teleconference scheduled for the week of March 3, 2014.	
<b>NEW ITEMS</b>		
1. OPS Employee Survey	The Employer confirmed that the survey is open from February 19 – March 20, 2014, and that paper copies are available for employees that do not have computer access. The Employer confirmed that employees can complete the survey during work time and that all responses are sent directly to IPSOS REID to maintain anonymity.	
Next Meeting:	Thursday May 29, 2014 at 9:30am to 12:30pm	

  
 Pat Macdonald-Rea, for Management

March 18-14  
 Date

  
 Daryl O'Grady, for the Union

MARCH 18/2014  
 Date

