

**MINISTRY OF EDUCATION
 MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC)
 March 10, 2016
 10:00a.m. – 1:00p.m.
 Location: Boardroom 441A Mowat Block, 900 Bay Street, Toronto
 Teleconference 416-212-8011 or 1-866-602-5461 passcode 6635815#**

In Attendance

For the Union	For the Employer	Guests	Regrets
Daryl O'Grady, Co-Chair, OPSEU Sandra Richardson, OPSEU Martin Grenier, OPSEU Sandra Harper, Job Security Officer, OPSEU	*Pat Macdonald-Rea, Co-Chair, EDU June Rogers, EDU Holly Moran, EDU Juanita Sheridan, TBS *Chair of the Meeting	Tania Anderson, EDU Alissa Bryers, TBS	

STANDING ITEMS	DISCUSSION	ACTION REQUIRED
Confirmation of the Agenda		
1. Seniority and Fixed Term Reports	Reports were provided to the union by email on March 9, 2016. The parties agreed that for the next meeting the seniority list will be requested from the Employee Relations Division two weeks prior to the meeting and / or as required.	
2. Seasonal Pay and Benefits	The union asked for information on how the Employer is planning a	The Employer will follow up with OSS and the insurance carrier to discuss

STANDING ITEMS	DISCUSSION	ACTION REQUIRED
	<p>seamless pay and benefit process for the 2016 / 2017 school year. The union expressed concern that seasonal employees returned to work in September and could not access benefits. The union also expressed concern that a number of pay errors have been made.</p>	<p>how problems with pay and benefit access can be resolved.</p>
<p>3. CCQALB BERC Update</p>	<p>A BERC was established for the CCQALB regional offices. The enforcement unit is participating in the LERC at their work location.</p> <p>The parties agreed that the BERC should establish a meeting date prior to the next MERC meeting and attend the ERC training when available.</p>	<p>The parties agreed that items regarding length of time to complete inspections, work load, morale in the workplace etc. will be deferred to the BERC.</p> <p>A union representative will be identified for the Toronto Central office and potentially from the Toronto West office.</p>
<p>4. Training and Development</p>	<p>The Employer advised that Administrative Professionals Week will take place in April. There will be communications sent to employees about special events.</p>	
<p>5. TEI</p>	<p>The Employer confirmed that as of February 29, 2016 there have been 44 out of 55 (80%) TEI applications submitted by OPSEU-represented employees in the Ministry of Education have been approved.</p>	

STANDING ITEMS	DISCUSSION	ACTION REQUIRED
6. PSB BERC Update	The parties agreed that the BERC will meet in the fall.	
7. Educator Capacity Strategy Update	In November 2015 the Ministry announced an amendment to the OTPP re-employment rules as they pertain to OTPP pensioners who retired prior to September 1, 2010.	The parties agreed that this item will be removed from the agenda.
8. Diversity Mentorship Update	The 2015 / 2016 program started in December 2015 and is underway. The Employer confirmed that there are six (6) OPSEU-represented members participating in the program.	
9. Surplus	Deferred to next meeting.	The parties agreed that this will be added as a standing item to the agenda.
BUSINESS ARISING ITEMS	DISCUSSION	ACTION REQUIRED
1. MERC to be given one day off each month to conduct the business of the MERC.	<p>The union's position is that duty assignment should be allocated to do work related to MERC effectively given the workload of the committee in representing the members across the ministry.</p> <p>The union requested one day off per month for each MERC member for April, May and June 2016.</p>	The parties agreed that this will be a standing item on the agenda.

BUSINESS ARISING ITEMS	DISCUSSION	ACTION REQUIRED
	<p>The Employer is open to considering requests for duty assignment on an as needed basis. The Union MERC Co-Chair will email the Director, PSB directly to request duty assignment when the need arises.</p>	
<p>2. PSB plans on the future direction of Provincial Schools</p>	<p>The Employer confirmed that no decisions have been made on the future of the provincial and demonstration schools. The Employer advised that consultations are underway.</p> <p>The union's position is that information on potential impacts to staff should be provided to the union as soon as possible.</p> <p>The union asked for specifics on the number of staff referenced in the consultation papers.</p> <p>The union asked that going forward seasonal positions will be posted as restricted to the OPS.</p> <p>The parties agreed to work in the best interests of all employees during this process.</p>	<p>The Employer will follow up.</p> <p>The Employer will continue to provide information to OPSEU as the initiative progresses including disclosure of any decisions made in accordance with the collective agreement.</p>

NEW ITEMS	DISCUSSION	ACTION REQUIRED
1. Article 1.4 – New Position Disclosure	The Employer advised that on a go forward basis disclosures about new positions will be sent by email directly from the Human Resources Consultant to the union.	The parties agreed that this item can be removed from the agenda.
2. New C.A. Language		The parties agreed that this item can be removed from the agenda.
3. CCQALB - Length of time to complete inspections - Work load - Morale in the workplace (work performance meetings, WDHP) - ERC training - New enforcement team on BEREC	See Standing Items # 3	
4. ASMP Stats	<p>The Employer confirmed that ministry level reports are not currently available. The Employer is working with IT at a corporate level to develop the reports and that statistics will be shared at the CERC table when available.</p> <p>The union requested to be advised prior to the Employer terminating an employee at level 4.</p>	
5. How many employees eligible to retire as of December 31, 2016	The Employer advised that there are 45 OPSEU-represented employees in	

NEW ITEMS	DISCUSSION	ACTION REQUIRED
	the ministry that are eligible to retire by December 31, 2016.	
6. Communication	The parties confirmed their commitment to positive labour relations and open communication.	
7. Future meeting dates	The next meetings will be on May 26, 2016, October 13, 2016 and December 14, 2016 from 10:00a.m. to 1:00p.m.	

For the Union: Original Signed by Daryl O'Grady

Date: March 10, 2016

For the Employer: Original Signed by Pat Macdonald-Rea

Date: March 10, 2016