

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

June 13, 2016

1:00p.m. – 4:00p.m.

Location: Boardroom 441A Mowat Block, 900 Bay Street, Toronto

In Attendance

For the Union	For the Employer	Guests	Regrets
*Daryl O’Grady, Co-Chair, OPSEU Sandra Richardson, OPSEU Martin Grenier, OPSEU Sandra Harper, OPS Negotiator, OPSEU *Chair of the Meeting	Pat Macdonald-Rea, Co-Chair, EDU June Rogers, EDU Arik Kovacs, EDU Juanita Sheridan, TBS	Judy Mac Leod, EDU Colette DesRoches, EDU Lisa Brisebois, EDU	Holly Moran

STANDING ITEMS	DISCUSSION	ACTION REQUIRED
Confirmation of the Agenda 1. Seniority and Fixed Term Reports	Reports were provided to the union by email on June 6, 2016. The union asked that the reports be provided one week in advance of the meeting. The union asked that the position classification be added to the seasonal list. The union raised concerns that there are 13 fixed term employees who have	The Employer agreed to review the fixed term list and report back to the union.

STANDING ITEMS	DISCUSSION	ACTION REQUIRED
	been in their positions for longer than 18 months.	
2. Seasonal Pay and Benefits	The union requested that seasonal employees have access to active benefits for the beginning of the school year.	The Employer will follow up with OSS and report back to OPSEU.
3. CCQALB BERC Update	The BERC has completed two (2) meetings. A union representative will be identified from the Toronto Central office.	
4. Training and Development	Administrative Professionals Week took place in April. Special events including workshops on resume / cover letter writing and creating balance in your life that took place on April 21st.	
5. TEI	The Employer confirmed that as of April 30, 2016 there have been 46 out of 57 (81%) TEI applications submitted by OPSEU-represented employees in the Ministry of Education have been approved.	
6. PSB BERC Update	Defer to the next meeting.	The parties agreed that the BERC will meet on September 28, 2016 in Milton.
7. Diversity Mentorship Update	On June 3, 2016 mentors and partners had the opportunity to meet for a half-day session "Deep Diversity: Nurturing Inclusion in the Workplace.	
8. Surplus	The Employer confirmed that two (2) OPSEU-represented members received Surplus Notice Alert in June 2016.	

STANDING ITEMS	DISCUSSION	ACTION REQUIRED
9. MERC to be given one day off each month to conduct the business of the MERC	The Employer confirmed that it is open to considering requests for leave on an as needed basis.	The parties agreed to remove this from the agenda. The union will add it to the agenda as a need arises.
BUSINESS ARISING ITEMS	DISCUSSION	ACTION REQUIRED
1. PSB plans on the future direction of Provincial Schools	<p>The Employer confirmed that no decisions have been made and that the Ministry is carefully considering the input received from the consultations.</p> <p>The union requested that the report be shared and that a discussion be held regarding the contents once the report is available.</p>	<p>The parties agreed that this will be a standing item on the agenda.</p> <p>The Employer will continue to provide information to OPSEU as this initiative progresses including disclosure of any decisions made in accordance with the collective agreement.</p>
NEW ITEMS	DISCUSSION	ACTION REQUIRED
1. PRRT (formerly Results Based Plans)	The Employer shared information with the union about the 2016 – 2017 PRRT FTE impacts for the Ministry of Education.	The Union requested that the names of the employees be provided once hired.
2. MOA (ARP hours for next school year)	The parties agreed to renew the agreements for the 2016 / 2017 school year and signed the agreements.	A joint communication to staff will be sent prior to end of the current school year.
3. ASMP Discussion (protocol for sending sick students home)	<p>The union asked for clarification on the Employer's policy on a sick student remaining at school and who has the authority to make a decision if the student remains at school.</p> <p>The Employer confirmed that a student who is seriously ill should be taken to</p>	

NEW ITEMS	DISCUSSION	ACTION REQUIRED
	the nurse at Student Health Services. The nurse may call 911 and have the student transported to a hospital if appropriate. The Principal or Residence Manager may call the parents, however in some cases if the parents live too far from the school, the student will remain on site until the end of the week.	
4. Milton site informing local president of all new hires	The union raised concerns that new employees in Milton are not receiving the contact information for local union representatives. The local president in Milton is not receiving the names of new employees.	The Employer will follow up and report back to the union.
5. Cabinet Shuffle	Mitzie Hunter is now the Minister of Education.	

For the Union: Original Signed by Daryl O'Grady

Date: June 13, 2016

For the Employer: Original Signed by Pat Macdonald-Rea

Date: June 13, 2016