

**MINISTRY OF EDUCATION
 MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC)
 December 7, 2017
 10:00a.m. – 12:30p.m.
 24th Floor – Boardroom 2440, 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 *Chair of the Meeting	Murray Leaning, Co-Chair, EDU June Rogers, EDU Elizabeth Waite, EDU Juanita Sheridan, TBS	Judy Taggart, EDU Alissa Bryers, TBS	Holly Moran, EDU

STANDING ITEMS	DISCUSSION	ACTION REQUIRED
Confirmation of the Agenda	The parties confirmed the agenda.	
1. Employer Updates a) Seniority, Fixed Term and Seasonal Reports b) ASMP Statistics c) TEI d) Training and Development e) Diversity Career Champions Program (DCCP) f) Surplus	a) The seasonal list and fixed term list were provided to the union by email on November 30, 2017. The seniority report was provided to the union by email on December 5, 2017. b) ASMP statistics as of September 29, 2017 (Q2) are not yet available to the Ministry. c) As of October 31, 2017, 46 out of 58 (79%) TEI applications submitted by OPSEU-represented employees in the Ministry of Education have been approved. d) The kick off for a new Path to Leadership session was held on	The Employer will follow up on several fixed term contracts that are at or beyond 18 months in duration. The Employer will provide the ASMP Statistics for Q2 to the union when they are available. The union encourages the Employer to continue to approve TEI applications.

STANDING ITEMS	DISCUSSION	ACTION REQUIRED
	<p>November 16, 2017. There is one (1) OPSEU-represented employee participating in the session.</p> <p>e) A new Diversity Career Champions Program (DCCP) session started on December 1, 2017. There are 42 participants in the session, of which 12 are OPSEU-represented employees.</p> <p>f) One (1) surplus notice alert has been provided in the Ministry since the last MERC meeting.</p>	
2. Seasonal Benefits	The Union requested that the parties look into a ministry specific solution to ensure that there is no interruption of benefits for seasonal employees at PDSB.	The Employer will follow up and respond before the next MERC meeting.
3. CCQALB BERC Update	<p>The BERC met on November 15, 2017.</p> <p>The parties reviewed and discussed the Employer's proposal for the creation of a branch wide Flexible Hours of Work and Ad-Hoc Work from Home Agreement.</p>	The Employer will update the draft agreement and provide it to the union for review.
4. PDSB BERC Update	The BERC met on October 4, 2017. The next meeting is scheduled on February 28, 2018.	
5. Governance Transfer of CJL	On November 14, 2017 Ontario introduced legislation that if passed, will transfer governance of CJL from the Ministry of Education to a new CJL	The Employer will consider the Union's request.

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	<p>Consortium of the 12 French-language school boards working together.</p> <p>The Union encourages the Ministry to make a recommendation to the CJL Consortium with respect to the employment of the employees represented by OPSEU.</p> <p>The Union is currently seeking legal advice on the application of successor rights.</p>	
BUSINESS ARISING ITEMS	DISCUSSION	ACTION REQUIRED
1. n/a		
NEW ITEMS	DISCUSSION	ACTION REQUIRED
1. PDSB Hours of Work Agreement	The Union raised concerns with Residence Team Leaders working on the last day of the school year, which is a PD Day, while other bargaining unit staff are excluded from working on that PD Day.	The Employer will review the Union's concerns and respond.
2. MERC to be given one day off each month to conduct the business of the MERC	<p>The Union requested one day off per month with pay for their MERC Co-Chair to conduct business of the MERC.</p> <p>The Employer asked if the Union would be open to cost sharing of the day.</p> <p>The Employer is open to considering</p>	<p>The Union will provide the Employer with a list of MERCs that provide paid time off to conduct business of the MERC.</p> <p>The Union will review the Employer's request regarding cost sharing and respond.</p>

NEW ITEMS	DISCUSSION	ACTION REQUIRED
	requests for leave on an as needed basis.	The Employer will review the Union's request for time off and respond.
3. ERC Training	The Union advised that more ERC training dates will be scheduled in the spring.	
4. Classroom Assistants (PDSB)	The Union asked the Employer to clarify why the Classroom Assistants at WRM are working 40 hours a week but Classroom Assistants at other school sites are working 36.25 hours. The classification for the position is schedule 4 in the collective agreement.	The Employer will follow up and report back.
5. Meeting Dates for 2018	The parties agreed that the MERC will meet on: April 12, 2018 June 14, 2018 October 11, 2018 December 6, 2018	

For the Union: Original Signed by Daryl O'Grady

Date: December 7, 2017

For the Employer: Original Signed by Murray Leaning

Date: December 7, 2017