

**MINISTRY OF EDUCATION  
 MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC)  
 October 3, 2019  
 11:00a.m. – 1:00pm  
 Ironwood Meeting Room, 10<sup>th</sup> Floor, 315 Front Street, Toronto**

**In Attendance**

<b>For the Union</b>	<b>For the Employer</b>	<b>Guests</b>	<b>Regrets</b>
Daryl O’Grady, Co-Chair, OPSEU Robert Scarfo, OPSEU Martin Grenier, OPSEU Sandra Harper, OPS Negotiator	* Sanaul Haque, EDU Tania Anderson, EDU Pat Cosgrove, EDU Prachee Shukla, EDU Juanita Sheridan, TBS  *Chair of the Meeting		

<b>STANDING ITEMS</b>	<b>DISCUSSION</b>	<b>ACTION REQUIRED</b>
Confirmation of the Agenda	The parties confirmed the agenda.	
1. Employer Updates a) Seniority, Fixed Term and Seasonal Reports b) TEI c) Training and Development d) Surplus	a) The seniority list was provided to the union by email on September 30, 2019. The fixed term list and seasonal list will be provided next week. b) As of August 31, 2019, 75 out of 93 (81%) TEI applications submitted by OPSEU-represented employees in the Ministry of Education have been approved. c) The Indigenous Cultural Competency Training (ICCT) is on-going. Over 1000 employees in the ministry have registered	The Employer will report back to the union on fixed term employees possibly eligible for conversion.  The Employer will report back on the number of employees that have completed the ICCT training by branch.

STANDING ITEMS	DISCUSSION	ACTION REQUIRED
	<p>for the training. The Union asked how many employees have completed the training, and a break down by branch. There were 38 summer students in the ministry this year. The ministry offered three (3) learning sessions related to career development and general work skills for students over the summer including two (2) webinars. The ministry ran a speed mentoring session for employee partners in the DCCP. They were joined by 11 executive champions who paired up to lead 10-minute table discussions. The ministry also offered a webinar for employee partners.</p> <p>d) No surplus notice alerts have been provided in the Ministry since the last MERC meeting.</p>	
2. Seasonal Benefits and Pay	The Union advised that seasonal employees at CJL did not have access to benefits until mid-September.	The Employer will follow up. The parties will discuss this further at the PDSB BERC meeting later this month.
3. CCQALB BERC Update	The BERC met on September 12 and is working to draft a survey to staff related to the Flexible Work Agreement pilot. The agreement will continue pending the outcome of the survey.	The Employer will share the BERC minutes with the union.
4. PDSB BERC Update	The next BERC meeting is October 17, 2019.	

<b>STANDING ITEMS</b>	<b>DISCUSSION</b>	<b>ACTION REQUIRED</b>
5. Governance Transfer of CJL	A tripartite meeting for the ministry, OPSEU and the CJL Consortium is scheduled for October 3, 2019.	
6. Lean Program Evaluation Improvement Project	This item has been removed from the CERC agenda.	The parties agreed to remove this item from the MERC agenda.
<b>BUSINESS ARISING ITEMS</b>	<b>DISCUSSION</b>	<b>ACTION REQUIRED</b>
1. Special and Compassionate Leave	This item has been removed from the CERC agenda. The union asked if the Employer will continue the practice to withhold employees' pay pending approval of paid leave requests.	The Employer will follow up and report back.
<b>NEW ITEMS</b>	<b>DISCUSSION</b>	<b>ACTION REQUIRED</b>
1. Multi-year Planning Process	No update.	
2. Backfilling OPSEU positions	<p>The union raised concerns that there are a number of OPSEU-represented positions that are not being backfilled in PDSB and that inadequate staffing levels can impact students. The union asked why certain positions have not been backfilled.</p> <p>The Employer advised that when a backfill arises, the manager will review it to determine if it is operationally required. Approval to hire a backfill is required in accordance with the OPS hiring restrictions. Questions about specific positions can be discussed at the Local Employee Relations Committee (LERC).</p>	

BUSINESS ARISING ITEMS	DISCUSSION	ACTION REQUIRED
3. Posting and Filling OPSEU positions	<p>The union raised concerns that there is a delay in the hiring and filling of OPSEU-represented positions.</p> <p>The Employer confirmed that approval to hire is required in accordance with the OPS hiring restrictions.</p>	
4. Inclement weather policy not resolved at PDSB BERC	This issue was discussed at the last PDSB BERC meeting. The union requested confirmation that the Employer and Union will continue joint discussions on this item.	The Employer will follow up and the parties will discuss this at the next PDSB BERC meeting.
5. Reporting WDHP and communication from management at PDSB	The union raised concern that individuals involved in the WDHP process do not receive timely communications on the status of the process and next steps.	The parties will discuss this at the next PDSB BERC meeting.
6. A list of all functioning LERCs at work site locations with Ministry of Education employees	The union asked for a list of active LERCs in the ministry.	The Employer will follow up and report back.
7. LERC training for all LERCs	The parties encourage LERCs to complete the ERC Level 1 training. The union proposed that the MERC complete the ERC Level 2 training.	
8. Paid Leave 1 day per month for MERC members.	The union requested one day of paid leave per month for all MERC members.	The union will provide the rationale for the leave request to the Employer for consideration.

For the Union: Original signed by Daryl O'Grady

Date: October 3, 2019

For the Employer: Original signed by Sanaul Haque

Date: October 3, 2019