

**MINISTRY OF EDUCATION
MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC)
October 20, 2020
11:00a.m. – 1:00p.m.**

In Attendance

For the Union	For the Employer	Guests	Regrets
Daryl O’Grady, Co-Chair, OPSEU Robert Scarfo, OPSEU Drew Finucane, OPSEU Sandra Harper, OPS Negotiator	* Sanaul Haque, Co-Chair, EDU Karyn Bruneel, EDU Carol Strachan, EDU Prachee Shukla, EDU Juanita Sheridan, TBS *Chair of the Meeting	Arik Kovacs, EDU Manuela Rodriguez-Bowen, TBS	

STANDING ITEMS	DISCUSSION	ACTION REQUIRED
Confirmation of the Agenda		
1. Employer Updates a) Seniority, Fixed Term and Seasonal Reports b) TEI c) Training and Development d) Surplus	a) The fixed term list and seasonal list were provided to the union by email on October 19, 2020. The seniority list will be sent by separate email. The Union asked for information about co-op students on the fixed term list. b) As of August 31, 2020, 87 out of 106 (82%) TEI applications submitted by OPSEU-represented employees in the Ministry have been approved. c) The 2019/2020 program for DCCP closed on August 28. The 2020/2021 application	The Employer will follow up on fixed term employees possibly eligible for conversion and report back. The Employer will follow up and report back regarding the co-op students on the fixed term list. The Employer will follow up and report back regarding ICCT training.

STANDING ITEMS	DISCUSSION	ACTION REQUIRED
	<p>portal is expected to open on November 2. There are 120 employees registered for ICCT training in Q3. The Union asked how many of these employees are in the OPSEU bargaining unit.</p> <p>d) No surplus notice alerts have been provided in the ministry since the last MERC meeting.</p>	
2. Seasonal Benefits and Pay	<p>The Union raised concerns that some seasonal employees did not have access to benefits on September 1, 2020. The parties acknowledged that this matter was discussed at CERC in about 2009/2010 and an interim (manual) solution was put in place.</p> <p>The Union raised concerns that seasonal employees experienced financial hardship because the cheques submitted to purchase benefits for the hiatus period were all cashed at the end of August.</p>	The parties agreed to refer these matters to the CERC for discussion.
3. CCQALB BERC Update	The BERC met on October 14, 2020. The parties discussed matters related to the pandemic. The CWW and Telework Agreement is pending. Another meeting will take place next week.	The Employer will follow up.
4. PDSB BERC Update	The BERC met on October 15, 2020 and discussed several items including self screening changes, PPE, internet	

STANDING ITEMS	DISCUSSION	ACTION REQUIRED
	bandwidth / WIFI issues and scheduling around the Remembrance Day holiday. The next meeting is on February 23, 2021.	
5. Governance Transfer of CJL	On August 17, 2020 the governance of CJL transferred from the Ministry of Education to the CJL Consortium.	The parties agreed to remove this item from the agenda.
BUSINESS ARISING ITEMS	DISCUSSION	ACTION REQUIRED
1. ERC Level 2 Training	The parties are waiting for training dates to be announced.	
NEW ITEMS	DISCUSSION	ACTION REQUIRED
1. Multi-year planning updates.	The Union asked for an update on the multi-year planning process.	The Employer will follow up and report back.
2. Managers not meeting face to face.	The Union requested that, where possible, PDSB managers meet in person with staff that are in the same cohort in the workplace.	The parties agreed to refer this matter to the BERC for discussion.
3. Vacancies, replacing managers and not OPSEU positions.	The Union asked for an update on if OPSEU-represented positions are being filled. The Employer confirmed that both management and bargaining unit positions are filled when there is an operational need.	The parties agreed to remove this from the agenda.
4. Employer encouraged to allow employees not having symptoms to work remotely when they are required and waiting for COVID test results before returning to the workplace.	The Union's position is that the Employer should, where possible, offer remote work options to employees who are required to self-isolate. Where remote work is not possible, compensation should be considered for the employee on a case by case basis.	The Employer will follow up and report back as soon as possible.

BUSINESS ARISING ITEMS	DISCUSSION	ACTION REQUIRED
5. Novel Coronavirus up-date; increase in cases and the Employer's plan to return employee's working remotely to the work place safely.	On October 10, 2020 a memo was sent to all OPS staff from Deputy French, which confirmed that plans to return employees to the workplace are on hold until mid-November.	

For the Union: Original signed by Daryl O'Grady

Date: October 20, 2020

For the Employer: Original signed by Sanaul Haque

Date: October 20, 2020