

**MINISTRY OF EDUCATION
 MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC)
 April 12, 2018
 10:00a.m. – 12:30p.m.
 4th Floor – Boardroom 441, 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	*Murray Leaning, Co-Chair, EDU June Rogers, EDU Prachee Shukla, EDU Juanita Sheridan, TBS *Chair of the Meeting	Alissa Bryers, TBS Wade Crevier, EDU	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) TEI c) Training and Development d) Surplus	a) The seniority report, seasonal list and fixed term list were provided to the union by email on April 5, 2018. b) As of February 28, 2018, 46 out of 58 (79%) TEI applications submitted by OPSEU-represented employees in the Ministry of Education have been approved. a. The Ministry will be holding three (3) learning sessions for Administrative Professionals on April 23 (in person / GTA) and April 24 (webinar). The Ministry is also planning three (3) learning events for summer	The Employer will follow up on several fixed term contracts that are at or beyond 18 months in duration.

STANDING ITEMS	DISCUSSION	ACTION REQUIRED
	<p>students – one in each of June, July and August.</p> <p>c) No surplus notice alerts have been provided in the Ministry since the last MERC meeting.</p>	
2. Seasonal Benefits	<p>The union raised concerns about a pay error that impacted 120 seasonal employees in March. The Employer confirmed that it was an administrative error and it was resolved on the April 5, 2018 pay date.</p> <p>The Employer noted that the matter of seasonal benefits may be referred to CERC or the union may put a recommendation forward that this be addressed in the next round of collective bargaining.</p> <p>The Union responded that the Employer’s current position is contrary to their position in 2012.</p> <p>The Employer noted that any agreements made in 2012 would have expired at the start of collective bargaining in 2014.</p> <p>The parties remain committed to ensuring that there is a seamless process in place for seasonal benefits.</p>	The Union asked that the OSS Payroll Manager attend the next MERC meeting to explain why the error occurred and any safeguards in place to prevent a similar error in the future.
3. CCQALB BERC Update	The BERC met on March 23, 2018. The next meeting is scheduled on May 24, 2018.	

STANDING ITEMS	DISCUSSION	ACTION REQUIRED
4. PDSB BERC Update	The BERC met on February 28, 2018. The next meeting is scheduled on May 30, 2018.	
5. Governance Transfer of CJL	<p>The Employer sent a communication to staff on March 28, 2018 to provide an update on the transfer of governance at CJL. This included a joint announcement from the Deputy Minister and the CJL Consortium that confirmed the new legislation will be proclaimed on August 20, 2018 and that this will be the effective date of the transfer of governance of CJL to the CJL Consortium.</p> <p>The Union has put forth proposals for the Employer's consideration related to regular and seasonal employees at CJL. The Employer confirmed that these proposals are under review and a response will be provided.</p>	<p>The Union requested that a meeting be scheduled to discuss the proposals.</p> <p>The Union requested that a meet and greet be arranged for CJL employees and the CJL Consortium.</p> <p>The Union requested that a meeting be scheduled for the Union to discuss the transfer with the CJL Consortium.</p>
BUSINESS ARISING ITEMS	DISCUSSION	ACTION REQUIRED
1. MERC to be given one day off each month to conduct the business of the MERC		The parties agreed to defer this item to the next meeting.
2. October 2018 Meeting Date	The parties agreed to reschedule the October 11, 2018 meeting to October 25, 2018.	
NEW ITEMS	DISCUSSION	ACTION REQUIRED
1. Attendance Support Management Plan status	As of April 9, 2018 in the ministry there were 25 OPSEU-represented employees in Level 3 and 28 OPSEU-	The parties agreed that this be added as a standing item to the agenda.

NEW ITEMS	DISCUSSION	ACTION REQUIRED
	represented employees in Level 4.	The parties will continue to monitor the number of employees remaining in the ASMP.
2. Employee Attendance Support Program (EASP) Presentation	The Union requested that an overview of the EASP be provided to the MERC at the next meeting.	The Employer will arrange an overview presentation for the next meeting. The Union will send any questions for the presenter two (2) weeks in advance of the meeting.
3. MOA CCQALB Early Years and Child Care Division	The Employer has provided an updated agreement to OPSEU for review. OPSEU advised that the parties are close to finalizing the agreement.	The parties will work to finalize the agreement before the next MERC meeting.
4. PDSB Consistent Practice for Annual Hiring of FXT On-Call Staff	The Employer confirmed that it has asked all managers to hold a competition in order to create a list of fixed term on-call employees.	The parties agreed to remove this item from the agenda.

For the Union: Original Signed by Daryl O'Grady

Date: April 12, 2018

For the Employer: Original Signed by Murray Leaning

Date: April 12, 2018