

**MINISTRY OF EDUCATION  
 MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC)  
 December 6, 2018  
 10:00a.m. – 12:00p.m.  
 4<sup>th</sup> Floor – Boardroom 441 South, Mowat Block, 900 Bay 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<br>Robert Scarfo, OPSEU<br>Martin Grenier, OPSEU<br>Sandra Harper, OPS Negotiator<br><br>*Chair of the Meeting | Murray Leaning, Co-Chair, EDU<br>June Rogers, EDU<br>Holly Moran, EDU<br>Prachee Shukla, EDU<br>Juanita Sheridan, TBS |               |                |

| <b>STANDING ITEMS</b>   | <b>DISCUSSION</b>   | <b>ACTION REQUIRED</b>   |
|---|---|--|
| Confirmation of the Agenda  | The parties confirmed the agenda.   |  |
| 1. Employer Updates<br>a) Seniority, Fixed Term and Seasonal Reports<br>b) TEI<br>c) Training and Development<br>d) Surplus | a) The fixed term list and seasonal list were provided to the union by email on December 4, 2018. The seniority report was sent by email on December 5, 2018. OPSEU has provided the names of fixed term staff who have reached the 18-month threshold for the Employer to follow up.<br><br>b) As of October 31, 2018, 48 out of 60 (80%) TEI applications submitted by OPSEU-represented employees in the Ministry of Education have been approved. | Employer will continue to provide updates and respond to the union’s queries with respect to those who have reached the 18 month eligibility for potential conversion. |

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|-------------------------------|--|-----------------|
|                               | <p>c) The Indigenous Cultural Competency Training is on-going. There are 325 managers and staff in the ministry that have completed the training. The new Diversity Career Champions Program session will launch in December. There are 51 employees matched to mentors for this session.</p> <p>d) No surplus notice alerts have been provided in the Ministry since the last MERC meeting.</p> |                 |
| 2. Seasonal Benefits          | OPSEU questioned the upcoming pay for the holiday break at PDSB. The Employer confirmed that work is ongoing with OSS on this matter. The parties agreed to add pay to this standing item.   |                 |
| 3. CCQALB BERC Update         | The BERC is working to update their Terms of Reference and on a meeting schedule for 2019. The parties have agreed to extend the pilot agreement on telework and flex work until March 1, 2019. The Employer will consider the reinstatement of CWW days as part of the evaluation of the pilot agreement.   |                 |
| 4. PDSB BERC Update           | The BERC met on October 17, 2018. The next meeting will occur on February 28, 2019.  |                 |
| 5. Governance Transfer of CJL | The governance transfer to the CJL Consortium is scheduled to occur on April 1, 2019. Discussions between the  |                 |

| STANDING ITEMS   | DISCUSSION  | ACTION REQUIRED   |
|--|---|---|
|  | Ministry, OPSEU and the CJL Consortium are on-going. OPSEU continues to encourage the ministry to communicate regularly with staff.   |   |
| 6. MERC to be given one day off each month to conduct the business of MERC | The Employer is open to considering requests for leave on a case by case.   |   |
| BUSINESS ARISING ITEMS   | DISCUSSION  | ACTION REQUIRED   |
| 1. Health and Safety Statistics  | WSIB has a search tool online that OPSEU can use to search for injury statistics. <a href="http://www.compass.wsib.on.ca">www.compass.wsib.on.ca</a>  | Remove from agenda.   |
| 2. Retirement Eligibility Data   | There are 86 employees in the ministry who may be eligible to retire by the end of the calendar year, and of these 36 employees are OPSEU-represented employees.  | Remove from agenda.   |
| 3. Special and Compassionate Leave   | OPSEU raised concern regarding the change in practice in PDSB to mark special and compassionate leave absences as unpaid until the absence is approved. This practice can result in a seasonal employee not receiving their attendance credit for the month. The Employer confirmed that the practice to mark absences as unpaid until approved will continue. OPSEU's position is that the employee should receive a response in writing to their request for leave. | <p>PDSB will send a system memo to remind employees to allow at least four (4) weeks notice where possible for processing a request for leave.</p> <p>PDSB will follow up with management to discuss how an employee is advised if their request is approved or denied.</p> <p>OPSEU will refer this matter to CERC for discussion.</p> |

| NEW ITEMS   | DISCUSSION   | ACTION REQUIRED  |
|---|--|--|
| 1. Management not posting and filling on-call positions.  | <p>OPSEU raised concern that additional on-call supply employees need to be hired in PDSB.</p> <p>The Employer confirmed that on-call supply positions in PDSB are being posted and filled where operationally required.</p>                                       | The parties agreed to refer this item for discussion at BERC.                                |
| 2. Management not posting and filling regular / seasonal positions when there is a vacancy as a result of resignations or retirement. | <p>OPSEU raised a concern that positions are not being filled as vacancies arise and that this has an impact on workloads and stress levels of existing employees.</p> <p>The Employer pointed to the existing “hiring freeze” as contributing to this matter.</p> | The parties will continue to monitor and discuss the situation.                              |
| 3. Multi-year planning process  | OPSEU asked to be consulted in the multi-year planning process.  | The Employer will endeavor to honor the disclosure requirements in the Disclosure Directive. |
| 4. Meeting Dates for 2019   | <p>The parties have scheduled the following meetings in 2019:</p> <p>February 28 (10:00am – 12:00pm)</p> <p>May 31 (10:00am – 12:00pm)</p> <p>October 3 (11:00am – 1:00pm)</p> <p>November 28 (11:00am – 1:00pm)</p>   |  |

For the Union: Original Signed by Daryl O’Grady  
Date: December 06, 2018

For the Employer: Original Signed by Murray Leaning  
Date: December 06, 2018