

**MINISTRY OF EDUCATION
 MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC)
 November 28, 2019
 11:00a.m. – 1:00pm
 Lavender Room (11N108), 11th Floor, 315 Front Street, Toronto**

In Attendance

| For the Union | For the Employer | Guests | Regrets |
|---|---|-------------------|----------------|
| * Daryl O’Grady, Co-Chair, OPSEU Robert Scarfo, OPSEU Martin Grenier, OPSEU Sandra Harper, OPS Negotiator *Chair of the Meeting | Sanaul Haque, EDU Jeanne Leonard, EDU Boafoa Kwamena, EDU Prachee Shukla, EDU Juanita Sheridan, TBS | Pat Cosgrove, 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 fixed term list and seasonal list were provided to the union by email on November 22, 2019. The seniority list was provided by email on November 25, 2019. b) As of October 31, 2019, 77 out of 97 (79%) TEI applications submitted by OPSEU-represented employees in the Ministry of Education have been approved. c) The Diversity Career Champions Program will launch | The Employer will follow up on fixed term employees possibly eligible for conversion and report back. |

| STANDING ITEMS | DISCUSSION | ACTION REQUIRED |
|--|--|---|
| | <p>a new session on December 5, 2019.</p> <p>d) No surplus notice alerts have been provided in the Ministry since the last MERC meeting.</p> | |
| 2. Seasonal Benefits and Pay | No update. | |
| 3. CCQALB BERC Update | The BERC met on November 27, 2019. A survey has been completed to get feedback from employees on the Memorandum of Agreement on Flexible Hours of Work and Occasional Work from Home. The parties agreed that a consistent interpretation of the travel directive and agreement is needed. | |
| 4. PDSB BERC Update | The BERC met on October 17, 2019. A number of issues were discussed, and the meeting was positive. The next meeting is in February 2020. | |
| 5. Governance Transfer of CJL | <p>The Ministry, OPSEU and the CJL Consortium met with staff on November 12, 2019.</p> <p>OPSEU raised concern that the transfer date is approaching and that outstanding items need to be addressed.</p> | |
| BUSINESS ARISING ITEMS | DISCUSSION | ACTION REQUIRED |
| 1. MERC Co-Chair – 1 day off per month | OPSEU requested one (1) day of paid leave per month for the MERC Co-Chair. | The Employer will review OPSEU's request and report back. |

| BUSINESS ARISING ITEMS | DISCUSSION | ACTION REQUIRED |
|---|--|---|
| | The Employer is open to considering requests for leave on a case by case basis. | |
| NEW ITEMS | DISCUSSION | ACTION REQUIRED |
| 1. Vacancies – Reoccurring seasonal positions not being filled at PDSB | OPSEU expressed concern that fixed term positions working less than 40 hours are being created instead of filling seasonal positions. | The Employer will follow up and report back. |
| 2. Vacant positions across the ministry being filled with fixed term contracts | OPSEU expressed concern that fixed term employees are being hired to fill vacant permanent positions. OPSEU's position is that these positions should be filled on a permanent basis. The Employer confirmed that there is a hiring freeze across the OPS. | The Employer will share OPSEU's concerns with senior management. |
| 3. Employer not applying Article 6 language when posting seasonal positions at PDSB | OPSEU encouraged better communication at the LERCs about decisions that may impact staffing and the use of Expressions of Interest. | |
| 4. Discussion on BERC Committees | The parties discussed the future of the BERCs. The parties agreed that the BERCs are important and should continue. | PDSB will send the draft contingency plan for inclement weather to the BERC for review. |
| 5. Labour Relations at PDSB | The parties support good and frequent communications between management and union representatives about local matters. | |
| 6. Meeting Dates for 2020 | March 24, 2020 11:00am – 1:00pm June 9, 2020 11:00am – 1:00pm October 20, 2020 11:00am – 1:00pm December 8, 2020 11:00am – 1:00pm | |
| 7. ERC Level 2 Training | The parties will register for the April 1, 2020 training date. | |

Daryl O'Grady, for the Union

November 28, 2019

Sanaul Haque, for Management

November 28, 2019