

**MINISTRY OF EDUCATION  
MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC)  
December 8, 2020  
11:00a.m. – 1:00p.m.**

**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 Drew Finucane, OPSEU Sandra Harper, OPS Negotiator  *Chair of the Meeting	Sanaul Haque, Co-Chair, EDU Karyn Bruneel, EDU Carol Strachan, EDU Arik Kovacs, EDU Juanita Sheridan, TBS	Manogya Tekriwal, TBS Andrea Sequeira, EDU	

<b>STANDING ITEMS</b>	<b>DISCUSSION</b>	<b>ACTION REQUIRED</b>
Confirmation of the Agenda		
1. Employer Updates a) Seniority, Fixed Term and Seasonal Reports b) TEI c) Training and Development d) Surplus	a) The seniority report, fixed term list and seasonal list were provided to the union by email on December 2, 2020. The Employer confirmed that the conversion process has started for 12 out of 13 fixed term positions.  b) As of October 31, 2020, 87 out of 108 (81%) TEI applications submitted by OPSEU-represented employees in the Ministry have been approved.  c) The Diversity Career Champions Program is currently accepting applications. The deadline is December 11, 2020.	The Employer will provide an update regarding co-op students at the next meeting.  The Employer will look into the number of OPSEU-represented employees that applied to the Path to Leadership program and report back.

<b>STANDING ITEMS</b>	<b>DISCUSSION</b>	<b>ACTION REQUIRED</b>
	<p>The program will launch in early January.</p> <p>The Path to Leadership program is up and running. The Employer confirmed that one (1) participant is represented by OPSEU.</p> <p>d) No surplus notice alerts have been provided in the ministry since the last MERC meeting.</p>	
2. Seasonal Benefits and Pay	This item has been referred to the CERC.	
3. CCQALB BERC Update	The BERC met on November 8, 2020. The parties discussed items such as PPE and inspection volumes. OPSEU asked for an update on the status of the CWW and Telework agreement.	The Employer will provide an update on the CWW and Telework Agreement as soon as possible.
4. PDSB BERC Update	The Employer expressed appreciation for staff support during the pandemic. The next BERC meeting is on February 23, 2021.	
<b>BUSINESS ARISING ITEMS</b>	<b>DISCUSSION</b>	<b>ACTION REQUIRED</b>
1. ERC Level 2 Training	No update at this time.	
<b>NEW ITEMS</b>	<b>DISCUSSION</b>	<b>ACTION REQUIRED</b>
1. Update on PPE and safety protocols at all worksites	The Employer reviewed the safety protocols that have been implemented. Information about office reopening is available to staff on the EDU intranet site.	

BUSINESS ARISING ITEMS	DISCUSSION	ACTION REQUIRED
2. Number of OPSEU employees working at home vs in the workplace.	OPSEU asked to be provided updates on return to work and office reopening.	
3. Plans for when those still working at home will be returning to the workplace.	On November 24, 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 at least late January 2021. The memo is available on InsideOPS at <a href="#">To All OPS Staff: Update on Ontario Public Service (OPS) Workplace Reopening Plans - InsideOPS</a>	
4. 2021 Meeting Dates	The parties confirmed the following meeting dates: March 23, 2021 June 15, 2021 October 19, 2021 December 7, 2021  Meetings will be 11:00am – 1:00pm.	

For the Union: Original signed by Daryl O’Grady  
Date: December 8, 2020

For the Employer: Original signed by Sanaul Haque  
Date: December 8, 2020