

**MINISTRY OF EDUCATION
MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC)**

June 14, 2018

10:00a.m. – 12:30p.m.

4th Floor – Boardroom 441 South, 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 *Chair of the Meeting	Murray Leaning, Co-Chair, EDU June Rogers, EDU Holly Moran, EDU Prachee Shukla, EDU Juanita Sheridan, TBS	Shelly Stock, EDU Sian Rees-Jones, TBS Anita Bennett, 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 June 12, 2018. b) As of April 30, 2018, 46 out of 58 (79%) TEI applications submitted by OPSEU-represented employees in the Ministry of Education have been approved. OPSEU requested that the Employer continue to consider TEI requests. c) Diversity Career Champions Program (DCCP) - on May 30, 2018 an event was held for Employee Partners entitled	The Employer will follow up on several fixed term contracts that are at or beyond 18 months in duration. The Employer will provide further information about ICCT training at MERC.

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	<p>“Building your Professional Profile”. A session was also held for Executive Champions entitled “Mentoring for Career Management Dialogues”. OPSEU asked that bargaining unit representatives receive ICCT training once rolled out so that they may act as champions of the training to bargaining unit employees.</p> <p>d) No surplus notice alerts have been provided in the Ministry since the last MERC meeting.</p>	
2. Seasonal Benefits	<p>It was agreed at the PDSB BERC that an OSS representative will attend a future BERC meeting.</p> <p>The Employer provided an explanation of how the pay error in March 2018 occurred for PDSB seasonal employees.</p> <p>OPSEU requested that on a go-forward basis the OSS Payroll Manager attend the May / June BERC meeting.</p>	
3. CCQALB BERC Update	OPSEU requested that the Employer provide a pilot period over the summer where both the existing hours of work arrangement and the new Group Flexible Hours of Work and Occasional Work from Home Agreement will be in	The parties agreed that the union`s request will be discussed at the BERC.

STANDING ITEMS	DISCUSSION	ACTION REQUIRED
	<p>place.</p> <p>OPSEU requested that the BERC attend the Level 1 ERC Training session. The parties agreed that the BERC can register for a wait list while the parties wait for additional scheduled training dates.</p>	
4. PDSB BERC Update	The BERC met on June 6, 2018. The next meeting is scheduled on October 17, 2018.	The Employer will follow up with management regarding flexible hours of work schedules.
5. Governance Transfer of CJL	The parties discussed the governance transfer of CJL.	On-going.
6. Attendance Support Management Plan status	<p>The Employer agreed to provide an update on the number of employees within the ministry that remain in Level 3 and Level 4 at the next meeting.</p> <p>The Union requested that if there are any employees left in Level 3 and Level 4 that they be removed from the ASMP and placed in the EASP.</p>	The Employer will follow up and report back.
BUSINESS ARISING ITEMS	DISCUSSION	ACTION REQUIRED
1. MERC to be given one day off each month to conduct the business of the MERC	OPSEU advised that other ministries have or are considering a day off per month or more for MERC members.	The Employer will follow up.
2. Employee Attendance Support Program (EASP) Presentation	An overview of the EASP was provided.	

NEW ITEMS	DISCUSSION	ACTION REQUIRED
1. PDSB Hours of Work Agreements	The parties signed the 2018 – 2019 hours of work agreements.	

For the Union: Original Signed by Daryl O'Grady

Date: June 14, 2018

For the Employer: Original Signed by Murray Leaning

Date: June 14, 2018