

**MINISTRY OF EDUCATION
 MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC)
 May 15, 2019
 1:00p.m. – 3:30pm
 Wendat Meeting Room, 10th 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	Murray Leaning, Co-Chair, EDU June Rogers, EDU Pat Cosgrove, EDU Prachee Shukla, EDU Juanita Sheridan, TBS	Demetrios Skillaris, MGCS	

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 list, fixed term list and seasonal list were provided to the union by email on May 8, 2019. b) As of March 31, 2019, 71 out of 87 (82%) TEI applications submitted by OPSEU-represented employees in the Ministry of Education have been approved. c) The Indigenous Cultural Competency Training is on-going. There are 491 managers and staff in the ministry that have registered for the training.	The Employer will report back to the union on fixed term employees possibly eligible for conversion.

STANDING ITEMS	DISCUSSION	ACTION REQUIRED
	<p>The ministry will offer up to three (3) learning sessions related to career development for summer students, including two (2) webinars. For Administrative Professionals Day the ministry offered two (2) webinar learning sessions for administrative employees.</p> <p>d) No surplus notice alerts have been provided in the Ministry since the last MERC meeting.</p>	
2. Seasonal Benefits and Pay	OSS has confirmed that the process for seasonal employees to continue their benefits coverage for the summer hiatus period will be the same as last year. The deadline for employees to submit the completed forms is June 7, 2019.	
3. CCQALB BERC Update	The next Branch Employee Relations Committee (BERC) meeting is in June and the focus will be on how to evaluate the Flexible Work Agreement pilot. The Terms of Reference has been signed off by the parties.	
4. PDSB BERC Update	The next Branch Employee Relations Committee (BERC) meeting is on May 27, 2019.	
5. Governance Transfer of CJL	On March 29, 2019 a joint communication was sent to CJL staff, which announced that the ministry and the CJL Consortium have reached a tentative agreement that sets the framework to transfer the governance	

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	<p>of CJL, and that the transfer date of governance has moved to August 17, 2020.</p> <p>OPSEU requested that a staff meeting be held with the union, the ministry and the CJL Consortium to update staff and address questions on June 7, 2019. OPSEU also asked that a tripartite meeting with the ministry, the union and the CJL Consortium be held on the same date.</p>	
6. Lean Program Evaluation Improvement Project	The Lean Delivery Office has scheduled an in-person training session on May 28, 2019.	
7. 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 basis. OPSEU will bring forward requests as needed.	The parties agreed to remove this as a standing item from the agenda.
BUSINESS ARISING ITEMS	DISCUSSION	ACTION REQUIRED
1. OPS Employment Security Screening Program presentation	An overview was provided of the Police Record Checks Reform Act, 2015 and the OPS Employment Security Screening Program.	
2. Special and Compassionate Leave	<p>OPSEU referred this matter to the Corporate Employee Relations Committee (CERC) in December 2018.</p> <p>OPSEU raised concern about consistency of different ministries practices and that the ministry was not aligned with other ministries.</p>	The parties will follow up with their respective colleagues and report back.

BUSINESS ARISING ITEMS	DISCUSSION	ACTION REQUIRED
3. OPSEU Hours of Work Agreements – 2019 / 2020 School Year	The Employer provided draft documents to the union for review.	The union will review the draft documents and provide feedback before May 27, 2019.
NEW ITEMS	DISCUSSION	ACTION REQUIRED
1. Posting and Filling of Vacancies at PDSB	This matter was discussed at a Local Employee Relations Committee (LERC) meeting.	The Employer will follow up and report back.
2. Multi-year Planning Update	The Budget was released in April 2019 and outlined a five (5) year plan.	

For the Union: Original signed by Daryl O’Grady

Date: May 15, 2019

For the Employer: Original signed by Murray Leaning

Date: May 15, 2019