

**MINISTRY OF EDUCATION
MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC)
November 29, 2022
12:30p.m. – 2:00p.m.**

In Attendance

For the Union	For the Employer	Guests	Regrets
Daryl O’Grady, Co-Chair, OPSEU Robert Scarfo, OPSEU Drew Finucane, OPSEU Sandra Harper, OPS Negotiator	*Nancy Sanders, EDU Arik Kovacs, EDU Juanita Sheridan, TBS *Chair of the Meeting	Leesa Lovnicki, EDU Melissa Calanza, EDU	Sanaul Haque, EDU Boafoa Kwamena, 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, fixed term list and seasonal list were provided to OPSEU by email on November 18, 2022. b) No TEI update provided. c) The parties discussed how topics for training sessions are identified. d) No surplus notice alerts have been provided in the ministry since the last MERC meeting.	
2. Seasonal Benefits and Pay	OPSEU raised concern that there was a delay in reinstating insured benefits for some seasonal employees. The Employer confirmed that it worked closely with OSS to address the matter. OPSEU advised that the matter will be discussed at CERC. The parties agree that a mechanism is	

STANDING ITEMS	DISCUSSION	ACTION REQUIRED
	needed to quickly address these concerns when identified and ensure a seamless transition for benefit reinstatement.	
3. CCQALB BERC Update	The CCQALB BERC met on November 28, 2022. OPSEU requested an update on staffing. Management provided an overview of vacancies and the plans to fill the positions. OPSEU also asked for an overview of resources available to support ergonomic best practices. Management shared a one-pager with resources from the Centre for Employee Health, Safety and Wellness and requested that the BERC provide a list of potential tools that could support safer work set ups in the field and in the car.	
4. PDSB BERC Update	OPSEU proposed putting the PDSB BERC meetings on hold until a permanent Employer co-chair is identified and that items be discussed by the parties at the MERC. The Employer agreed to adjourn the BERC meeting in February 2023 and reschedule later.	
5. Further updates on employees returning to the workplace / office	No update was provided.	
6. Ministry Anti-Racism Action Plan (ARAP)	No update was provided.	

BUSINESS ARISING ITEMS	DISCUSSION	ACTION REQUIRED
1. MERC Terms of Reference	OPSEU shared proposed changes to the Terms of Reference by email.	The parties agreed to schedule a meeting in January 2023 to discuss this item.
NEW ITEMS	DISCUSSION	ACTION REQUIRED
1. Paid training days for casual employees in PDSB who are required to attend mandatory training as a requirement of employment.	OPSEU raised concerns that casual employees at PDSB have been told that they need to attend mandatory training on their own time. It is the union's position that employees should receive paid time to do this training. OPSEU advised that other ministries provide paid time to employees for mandatory training. The parties discussed what training is mandatory.	The Employer will follow up and report back before the next meeting.
2. Payroll issue impacting six (6) PDSB employees in Belleville.	The Employer confirmed that an off-cycle payment was processed for these employees on November 25, 2022.	
3. 2023 MERC Dates	OPSEU proposed the following dates / times: February 22, 2023 – virtual meeting – 1:00pm to 4:00pm May 30 or May 31, 2023 – in person meeting – 10:00am to 12:00pm and 1:00pm to 3:00pm if needed. October 17, 2023 – in person – 10:00am to 12:00pm and 1:00pm to 3:00pm if needed. December 12, 2023 – virtual meeting – 1:00pm to 4:00pm.	The Employer will confirm dates with OPSEU by email after the meeting.

For the Union: Original signed by Daryl O'Grady
Date: November 29, 2022

For the Employer: Original signed by Nancy Sanders
Date: November 29, 2022