

**MINISTRY OF EDUCATION
 MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC)
 December 12, 2023
 1:00p.m. – 3:00pm
 Virtual Meeting via Zoom / MS Teams**

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	*Sanaul Haque, EDU Stephany Balogh, EDU Aaron Moffat, EDU Iyana Browne, EDU Daysi Pena, EDU Juanita Sheridan, TBS *Chair of the Meeting	Julie Edwards, 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 was provided to OPSEU by email on December 8, 2023. The seasonal and fixed term lists were provided to the union by email on December 11, 2023. b) TEI update will be provided after the meeting. c) The ministry held five (5) training and development sessions for staff since the last meeting (% of attendees from the OPSEU bargaining unit if available): EFAP webinars:	The Employer will follow up and report back to OPSEU on if the training sessions are available to everyone in the ministry.

STANDING ITEMS	DISCUSSION	ACTION REQUIRED
	<p>Staying Strong and Resilient (24%), Getting Organized (23%) and Seasonal Stress (18%); Courage Conversation Circles: Neurodivergence (22%) and Sexism in the Workplace (15%). OPSEU asked for clarification on if the training sessions are available to everyone in the ministry.</p> <p>d) No surplus notice alerts have been provided in the ministry since the last MERC meeting.</p>	
2. Seasonal Benefits and Pay	<p>The Employer confirmed that benefits for seasonal employees going on hiatus terminate at the end of the month that their seasonal contract ends. OPSEU asked that a process be put in place to expediate errors in pay and benefit. PDSB confirmed that steps are taken to ensure that errors in pay and benefits are addressed as quickly as possible.</p>	<p>PDSB will gather information on the processes used by OSS for the intake and prioritization of tickets.</p>
3. Childcare Branch BERC Update	<p>The BERC met the week of December 4, 2023. The MOA CWW agreement and telework agreement has been finalized and will be effective on February 1, 2024. Next meeting to be determined.</p>	<p>The signed MOA will be sent to OPSEU.</p>
4. PDSB BERC Update	<p>The next meeting will be via Zoom on February 27, 2024. Further meetings will be held on May 28, 2024 and September 24, 2024.</p>	

STANDING ITEMS	DISCUSSION	ACTION REQUIRED
5. Work Life Balance	<p>PDSB is holding a professional development day in March 2024, and is working to re-establish a professional development committee. OPSEU members will be invited to participate in the committee. OPSEU asked that employees be given the option to participate in professional development remotely where possible.</p> <p>The I&IT cluster has implemented meeting free Friday afternoons.</p>	
6. Ministry Anti-Racism Action Plan	The ministry continues to report to the SOC on a monthly basis and is waiting for the OPS wide initiatives / actions to be released. Updates on specific initiatives were provided. Work is on-going to establish a Diversity, Equity and Inclusion Advisory Committee.	
BUSINESS ARISING ITEMS	DISCUSSION	ACTION REQUIRED
1. MERC Terms of Reference	The parties reviewed and discussed a draft updated Terms of Reference.	
NEW ITEMS	DISCUSSION	ACTION REQUIRED
1. Recruitment and Retention		The parties agreed that this will be a standing item on the agenda.
2. Meeting Dates in 2024	<p>The following meetings were set: March 27, 2024 virtual meeting 100pm – 300pm. June 13, 2024 in person meeting at OPSEU Regional Office (Wellesley Street) 10:00am – 1200pm.</p>	

BUSINESS ARISING ITEMS	DISCUSSION	ACTION REQUIRED
	October 24, 2024 in person meeting at 777 Bay Street from 10:00am – 12:00pm December 17, 2024 virtual meeting 1:00pm – 3:00pm.	

For the Union: Original signed by Daryl O’Grady

Date: December 13, 2023

For the Employer: Original signed by Sanaul Haque

Date: December 13, 2023