

## MEMORANDUM

**TO:** Executive Board Members, CERC Team & MERC Teams

**FROM:** Ruth Hamilton, OPS Supervisor

**DATE:** May 13, 2011

**SUBJECT: JOINT ATTENDANCE STRATEGY AND IMPLEMENTATION  
COMMITTEE (JASIC)  
Minutes – May 9, 2011**

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Attached, for your information, are the minutes of the above captioned meeting.

**PLEASE NOTE: THESE MINISTRY MINUTES WERE PREPARED BY THE  
EMPLOYER.**

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,



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Warren (Smokey) Thomas  
President



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Ruth Hamilton  
OPS Supervisor

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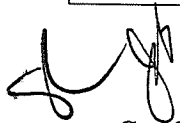
att.

cc: Senior Staff  
Job Security

**JOINT ATTENDANCE STRATEGY AND IMPLEMENTATION COMMITTEE (JASIC)  
MINUTES OF MEETING  
Monday, May 9, 2011**

In Attendance		
Attendees	Guests	Regrets
<b>For Union :</b> Dan Sidsworth Sandra Harper Glenna Caldwell Jim Mitchell Bill Bell Jack Hopkins	<b>For the Employer:</b> Rose Buhagiar, MCSCS Pauline Jones, MCSCS Mark Dittenhoffer, MGS* Amanda Miller, MGS Sandy Bell-Murray, MCYS Patrick Morrison, MCYS	Monte Vieselmeyer
		Rachel McNamara, MGS Gord Longhi Stephen George


Date Tabled	Details	Referred To	Action
	<b>I. <u>STANDING ITEMS</u></b>  A. Dispute Resolution Process – Update <ul style="list-style-type: none"> <li>• April 18, 2011, representatives of MCSCS, MCYS and OPSEU met. Parties further discussed and agreed to the principles of a dispute resolution process.</li> <li>• Language to be finalised by parties.</li> </ul> B. Attendance Targets 2011 <ul style="list-style-type: none"> <li>• Employer will be providing the first-quarter</li> </ul>		OPSEU to provide draft to Employer.



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	<p>results week of May 9, 2011.</p> <ul style="list-style-type: none"><li>• Employer continues to work with OPSEU to meet the best target.</li><li>• Year Three attendance targets are for the period of January 1 – December 31, 2011.</li><li>• OPSEU indicated 2009 final quarter data missing from website.</li></ul> <p>C. ASMPP Level 3 and 4 Data</p> <ul style="list-style-type: none"><li>• The most recent Level 3 and Level 4 data was distributed via email, reflecting data as of February 28, 2011.</li><li>• OPSEU requested data be reported for Year-to-Date, in addition to currently provided format of reporting.</li></ul> <p>D. Survey for healthier and less stressful working environments</p> <ul style="list-style-type: none"><li>• Parties have identified sub-committee</li></ul>		<p>Employer to investigate and post if missing.</p> <p>Employer to provide this data on go-forward basis.</p>
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	<p>of grievance are known.</p> <p><b>B. CISM</b></p> <ul style="list-style-type: none"><li>• Union again requested a copy of the CISM protocol(s) with respect to MCSCS and MCYS.</li></ul> <p><b>C. Notification letters and progression in ASMPP levels</b></p> <ul style="list-style-type: none"><li>• ASMO staff communicating to the field re: this issue and timely notice for meetings.</li></ul> <p><b>III. NEW BUSINESS</b></p> <p><b>A. Interim Review of ASMPP</b></p> <ul style="list-style-type: none"><li>• The Union proposed and recommended the disbandment of the ASMPP.</li><li>• The Union proposed that all COR bargaining unit employees who are not eligible to receive incentives be removed from the ASMPP.</li><li>• Parties to begin compiling data focusing on ASMPP (August 2009 to present), in preparation for two-year review of the program.</li></ul> <p>*Employer noted that data collected for purposes of attendance targets and data collected for purposes of ASMPP are different.</p>		<p>Any concerns to be referred to JASIC.</p> <p>Parties to develop review for purposes of reporting back, as per Appendix COR13 of the Collective Agreement.</p> <p>Employer to provide draft to JASIC by mid-August 2011.</p>
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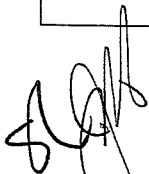


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**IV. NEXT MEETING**

- A. June 24, 2011 – OCI
- B. September 29, 2011 – Roy McMurtry Youth Centre
- C. December 5, 2011 – Victoria Park OPSEU office



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For Union:

Jack Hill  
Edward Schwartz  
Sandra Harper

For the Employer:

[Signature]  
[Signature]  
   
 

Date:

May 09, 2011  
J Mitchell  
Min Ben

Date:

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**APPENDIX "A"**

**Community-Based Mental Health and Wellness Resources**

ISSUE	RESOURCE	TYPE OF SERVICE	CONTACT INFO
Addiction	<ul style="list-style-type: none"> <li>• Drug and Alcohol Helpline</li> </ul>	Phone helpline Website	1-800-565-8603  dart.on.ca
Anxiety	<ul style="list-style-type: none"> <li>• Mood Disorders Association of Ontario</li> </ul>	Support programs Referrals Website Supplementary resources	moordisorders.ca
Anxiety	<ul style="list-style-type: none"> <li>• <i>Check-Up from the Neck Up</i></li> </ul>	Questionnaire Evaluation/ assessment tools Support programs Links/ website Supplementary resources	checkupfromtheneckup.ca
Anxiety	<ul style="list-style-type: none"> <li>• <i>Working Through It</i></li> </ul>	Videos Website Supplementary documents	gw1centreformentalhealth.com/wti
Depression	<ul style="list-style-type: none"> <li>• <i>Check-Up from the Neck Up</i></li> </ul>	Evaluation/ assessment tools Support programs Links/ website Supplementary resources	checkupfromtheneckup.ca

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Depression	<ul style="list-style-type: none"> <li>Mood Disorders Association of Ontario</li> </ul>	Support programs Referrals Website Supplementary resources	mooddisorders.ca
Depression	<ul style="list-style-type: none"> <li><i>Working Through It</i></li> </ul>	Videos Website Supplementary documents	gwicentreformentalhealth.com/wti
Gambling problem	<ul style="list-style-type: none"> <li>Ontario Problem Gambling Helpline</li> </ul>	Phone helpline Website	1-888-230-3505 opgh.on.ca
Mental health issues in workplace	<ul style="list-style-type: none"> <li><i>Emotional Distress in the Workplace;</i></li> <li><i>Complex Issues, Clear Solutions;</i></li> <li><i>Making the Case;</i></li> <li><i>Awareness of Workplace Mental Health;</i></li> <li><i>Workplace Influence</i></li> </ul>	Website Supplementary resources Consulting services Manager-directed resources HR-directed resources Union-rep-directed resources	mentalhealthworks.ca  (supported by Canadian Mental Health Assn.)
Mental health issues in workplace	<ul style="list-style-type: none"> <li>Great-West Life Centre for Mental Health in the Workplace</li> </ul>	Website Supplementary resources Employer-directed resources Accommodation tools	gwicentreformentalhealth.com
Mental health issues in workplace	<ul style="list-style-type: none"> <li>Mental Health Commission of Canada</li> </ul>	Brochures Statistics and general information	mentalhealthcommission.ca

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		Websites	
Mental health issues in workplace	<ul style="list-style-type: none"> <li>Mood Disorders Association of Ontario</li> </ul>	Support programs Referrals Website Supplementary resources	moordisorders.ca
Mental health issues in workplace	<ul style="list-style-type: none"> <li>Guarding Minds at Work</li> </ul>	Surveys Automated scorecards Audit forms Evidence-based recommendations and evaluation methods	guardingmindsatwork.ca
Mental health issues (general)	<ul style="list-style-type: none"> <li>Mental Health Helpline</li> </ul>	Phone helpline Website	1-866-531-2600 mhsio.on.ca
Mental health issues (general)	<ul style="list-style-type: none"> <li><i>Check-Up from the Neck Up</i></li> </ul>	Personal questionnaire Evaluation/ assessment tools Support programs Links/ website Supplementary resources	checkupfromtheneckup.ca
Stress (personal and workplace)	<ul style="list-style-type: none"> <li><i>Working Through It</i></li> </ul>	Videos Website Supplementary documents	gwlcenreformenalhealth.com/wti
Workplace health and wellness	<ul style="list-style-type: none"> <li>The Health</li> </ul>	Planning framework	thcu.ca/Workplace/Workplace.html

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	Communication Unit	Policy development guidelines Slide and presentation material	
Workplace health and wellness	<ul style="list-style-type: none"> <li>Health Canada</li> </ul>	Resources Website Best practices and statistics Worksheets Supplementary publications	<a href="http://hc-sc.gc.ca/ewh-semt/occup-travail/work-travail/index-eng.php">hc-sc.gc.ca/ewh-semt/occup-travail/work-travail/index-eng.php</a>
EAP			
Medical practitioners			
CISM(s)			

\*\*computer access to view these resources may be obtained through your OPSEU regional office, public library, local town halls, Internet cafes, hotels, etc.