

MEMORANDUM

OPSEU



SEFPO

Syndicat des Employé-e-s
de la Fonction Publique
de l'Ontario

TO: All Presidents and Stewards with members in the Ministry of
Community & Social Services

FROM: Terry Baxter, OPS Supervisor/Negotiator

DATE: January 18th, 2006

**SUBJECT: Ministry of Community & Social Services
Divisional Minutes – January 23, 2005**

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

Your making these available to your delegates and members would be appreciated.

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,

Leah Casselman
President

Terry Baxter
OPS Supervisor/Negotiator

/jm

cc: Executive Board Members
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**MINISTRY OF COMMUNITY AND SOCIAL SERVICES
DIVISIONAL MEETING**

**2005 DIVISIONAL MEETING
JANUARY 23, 2005
SHERATON CENTRE, TORONTO**

CALL TO ORDER

Sister Roxanne Barnes, MERC Chair, called the meeting to order at 9:20 a.m. and read OPSEU's Harassment and Discrimination Policy Statement.

INTRODUCTION

Roxanne Barnes, MERC Chair
David Chew, MERC Member
Ron Strong, MERC Member
Tom Wood, OPSEU Negotiator
Andrea McCormack, Recording Secretary

ADOPTION OF THE AGENDA

Due to the hotel power outage, the agenda was amended to proceed with the elections immediately following the ERC Team Report.

MOTION

Moved: T. Kirkwood (L.323) Seconded: P. Smith (L.455)

THAT the Agenda as amended be adopted.

CARRIED

ERC TEAM REPORTS

MERC Chair Roxanne Barnes referred to and reviewed the document entitled “Ministry of Community and Social Services, Report from the Chair,” (attached).

Sister Barnes advised that resolutions put forth last year were not forwarded to the Resolutions Committee, and committed to ensuring that any resolutions passed at this meeting would be sent to the Resolutions Committee.

Sister Barnes thanked the MERC team for their commitment to the members and the team.

ELECTIONS

Brother Tom Wood reviewed the election procedures with the delegates.

MERC CHAIR

MOTION

Moved: P. Smith (L.455)

Seconded: M. Doef (L.436)

THAT all candidates for MERC Chair have an opportunity to make a three (3) minute speech.

CARRIED

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
P. Smith (L.455)	R. Strong (L.586)	Stand	
E. Daubney (L.323)	R. Barnes (L.317)	Stand	Elected

Ballots were cast. The election was declared invalid as the number of ballots cast was higher than the number of registered delegates.

Ballots were again distributed and cast.

MOTION

Moved: E. Whitmore (L.436)

Seconded: D. Chew (L.323)

THAT the ballots be destroyed.

CARRIED

ADOPTION OF THE PREVIOUS MINUTES

Due to the hotel power outage, it was not possible to review the minutes for formal adoption. The minutes were therefore accepted by the delegates as presented.

BREAKOUT SESSION: ONTARIO DISABILITIES SUPPORT PROGRAM

MERC Member

MOTION

Moved: S. Mannonen (L.224)

Seconded: M. Dicaire (L.426)

THAT each candidate be allowed to make a one (1) minute speech.

CARRIED

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
R. Barnes (L.317)	R. Strong (L.586)	Stand	Elected
D. Patel (L.542)	S. Laverly (L.542)	Stand	

MERC Alternates

MOTION

Moved: N. Pilon (L.615)

Seconded: R. Strong (L.586)

THAT plurality will decide the order of alternates.

CARRIED

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
P. Smith (L.455)	N. Lewis (L.437)	Stand	1st Alt.
D. Patel (L.542)	S. Laverly (L.542)	Stand	
M. Dicaire (L.526)	D. Allsopp (L.449)	Stand	2nd Alt.

ODSP DIVISION EXECUTIVE

MOTION

Moved: S. Mannonen (L.224)

Seconded: L. Pold-Dellavedova (L.601)

THAT if more than one (1) candidate stands for election, that they speak for one (1) minute, and that this motion carry through for all elections for positions on the ODSP Division Executive.

CARRIED

Division Executive Chair

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
P. Smith (L.455)	N. Pilon (L.615)	Stand	Acclaimed

BREAKOUT SESSION: DEVELOPMENTAL SERVICES

MERC Member

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
T. Kirkwood (L.323)	E. Daubney (L.323)	Stand	Elected

MERC Alternates

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
M. Doef (L.436)	E. Whitmore (L.436)	Stand	1st Alt.
E. Daubney (L.323)	M. Doef (L.436)	Stand	2nd Alt.

MOTION

Moved: D. Chew (L.323) Seconded: E. Whitmore (L.436)

THAT the alternates be ranked in the order they were nominated.

CARRIED

DEVELOPMENTAL SERVICES DIVISION EXECUTIVE

Division Executive Chair

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
D. Chew (L.323)	E. Whitmore (L.436)	Stand	Acclaimed

Division Executive Vice-Chair

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
P. McDonald (L.323)	T. Kirkwood (L.323)	Stand	Acclaimed

REPORT OF OCCUPATIONAL GROUPS TO PLENARY SESSION

Developmental Services

Eileen Whitmore reported.

MOTION

Moved: P. McDonald (L.323)

Seconded: T. Kirkwood (L.323)

THAT OPSEU do everything in their power to stop the closure of the Huronia Regional Centre, the Rideau Regional Centre, The Southwestern Regional Centre, and request OPSEU continue to support the Centres of Excellence Campaign with the required funding.

CARRIED

MOTION

Moved: D. Lundy (L.436)

Seconded: M. Trudel (L.436)

THAT the minutes of the Divisional meeting be circulated with the call of the next meeting.

CARRIED

MOTION

Moved: T. Kirkwood (L.323)

Seconded: M. Trudel (L.436)

THAT OPSEU petition the employer to provide a statistical tracking record of residents' status and level of services required at discharge and level of services rendered. All information accessible to OPSEU locals for all residents displaced from their homes at the Regional Centres into the community. Tracking records to begin with the year 1994.

CARRIED

Ontario Disabilities Support Program

Pam Smith reported.

MOTION

Moved: S. Lavery (L.542)

Seconded: M. Cicekci (L.599)

THAT the MERC team makes it a priority to achieve representation at the MERC table for occupational groups not represented to have the status as observers.

BE IT FURTHER RESOLVED THAT the MERC team negotiate observer status with pay.

CARRIED

MOTION

Moved: P. Smith (L.455)

Seconded: N. Pilon (L.615)

WHEREAS the McGuinty Government is using results based planning; and

WHEREAS child and spousal support is an area in the ODSP program that could result in lost savings; and

WHEREAS the introduction of the PSW/FSW position has the potential of generating income and would therefore be funded through the savings generated;

THEREFORE BE IT RESOLVED THAT the MERC ODSP Sub-committee prepare a proposal with input from the locals to have the government seriously consider reintroducing these positions.

BE IT FURTHER RESOLVED THAT the Sub-committee investigate the feasibility of making these arguments for other ODSP positions.

CARRIED

MOTION

Moved: M. Cicekci (L.599)

Seconded: S. Lavery (L.542)

THAT the MCSS MERC review the manner in which our MERC is structured and to bring a motion to the OPSEU Executive Board that would make the MERC team more inclusive and properly representative of our Division's various components.

CARRIED

MOTION

Moved: N. Pilon (L.615)

Seconded: G. Snider (L.714)

THAT resolutions submitted by the former Ministry of Community, Family and Children Services during the 2002 Divisional be reviewed by the MERC team and submitted to the next Convention if appropriate.

CARRIED

MOTION

Moved: P. Smith (L.455)

Seconded: N. Pilon (L.615)

WHEREAS the employer used results based planning to increase staffing in ODSP specifically in the area of CVP; and

WHEREAS the increase in staffing has resulted in added stress due to unrealistic quotas and targets;

THEREFORE BE IT RESOLVED THAT the ODSP MERC Sub-committee canvas all members' locals to receive feedback on their particular issues; and

BE IT FURTHER RESOLVED THAT a role up of the survey results be presented to the employer and be forwarded to the Minister and that locals actively lobby their MPPs using the role up to clearly articulate our concerns.

CARRIED

MOTION

Moved: P. Smith (L.455)

Seconded: N. Pilon (L.615)

WHEREAS the ODSP Occupational Division is self funded by locals; and

WHEREAS this Division relies on these funds to send out regular updates to the membership; and

WHEREAS each Divisional mailing costs an average of \$300 for postage and photocopying; and

WHEREAS most ODSP Divisional locals are composite and appear to have difficulty in obtaining their Divisional dues of \$100 per year;

THEREFORE BE IT RESOLVED THAT all ODSP locals be sent a letter advising that Divisional dues are to be paid in February of each year; and

BE IT FURTHER RESOLVED THAT the Occupational Division approach the OPSEU Executive Board and solicit a start-up fund of \$1,000 to assist with postage and photocopying costs until local monies are forth coming.

CARRIED

Sister Barnes thanked the previous Chairs for their support, dedication and commitment over the past year and turned the Chair over to Brother Tom Wood to conduct the election for MERC Vice-Chair.

MERC VICE-CHAIR

MOTION

Moved: D. Chew (L.323)

Seconded: E. Daubney (L. 323)

THAT all candidates for MERC Vice-Chair have an opportunity to make a three (3) minute speech.

CARRIED

MINISTRY OF COMMUNITY AND SOCIAL SERVICES

REPORT FROM THE CHAIR

JANUARY 7TH, 2005

Sisters and Brothers

It has been an exciting and challenging two years. We have gone through many changes. We started out with a four member MERC team and three quarters way through the first year we went to three. This was as a result of the Young Offenders division being transferred to the Ministry of Public Safety and Security. With this transfer we lost a vital member of our team, brother chair Bob Eaton.

At first I was in a state of shock as being a new member to MERC, I would now be the chair. This state soon passed. We now had a new MERC team, all members being in the same position, all being new. We had our hurdles to cross and we crossed them together. Today we are a cohesive team, working well together for all of our members.

Our Ministry name seems to continuously change. Some days we do not know what to call ourselves when asked what Ministry you work for. We have seen our Ministry downsize over the last couple of years with the first transfer of our probation services and then the transfer of CPRI and Thistledown to the Ministry Of Children and Youth Services.

In September 2004 the government announced the closure of the three remaining Developmental Services Facilities. With the blessing of the Board we launched a campaign to fight the closures and to show an alternative "which we call Centers of Excellence". As a MERC team we have been there fighting the fight each step of the way along with our members, families, friends and the communities. This is a fight that we will not give up on. Our Minister attended our MERC meeting in December and stated that she is committed on closing the three facilities, but she would seriously consider our proposal of Centers of Excellence. We are preparing a comprehensive document to present to the Minister. I would like to thank the three local presidents, Rose Clark, Liz Daubery and Dave Lundy for their support and dedication to this fight.

We have continued to deliver our joint ERC training to our Lark's. Our Trainer's Pam Smith and Tony Magee (Corporate HR) have developed a manual for the workplaces to train our new members and to have as an ongoing reference. The manual is not intended to replace the training.

We have gotten a commitment from the Ministry to review the Lateral Transfer process as the process is inconsistent and the ultimate control is at the local management level and is resulting in denial of laterals to union activist.

Family Responsibility Office (FRO) Here the problems continue with unspeakable workloads. We have established a workload committee to look at ways to

improve the workplace. Management here still treats our members with disrespect. This issue we continually fight at the table. Thank you to the members there for their continued hard work to make it a better place to work.

The ODSP subcommittee continues to do amazing work. A subcommittee was formed to look at ways we could deliver our program more effectively, that would decrease the Health and Safety impact on our members. This committee has been traveling the province rolling out the New Service Delivery Model. I would like to thank both of these committees for their continued hard work and dedication.

I would like to take this opportunity to thank my fellow committee members for their support and dedicated work. As well I would like to thank Stephen George our Job Security Officer for hanging in there and for providing us with the support that we needed. Stephen is very dedicated and kept us on our toes. Last but not least I would like to thank our former chair brother Bob Eaton for his guidance, knowledge and assistance. Without this I would not have made to where I am today. Thanks Bob

In Solidarity,
Roxanne Barnes
MERC Chair COMSOC