

MEMORANDUM

TO: All Presidents and Stewards with MERC members
All Local Presidents and Stewards

FROM: Brian Gould, OPS Supervisor/Negotiator

DATE: February 24, 2009

SUBJECT: Ministry of Community and Social Services
Divisional Minutes – November 15, 2008

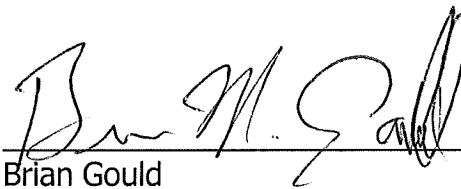
Attached for your information, please find the minutes of the above captioned meeting.

You're making these available to your delegates and members would be appreciated.

AUTHORIZED FOR DISTRIBUTION: IN SOLIDARITY,



Warren (Smokey) Thomas
President



Brian Gould
OPS Supervisor/Negotiator

/gi

att.

cc: Executive Board Members
CERC
MERC Chairs
Ministry ERC
Senior Staff
Regional Offices

**MINISTRY OF COMMUNITY AND SOCIAL SERVICES
DIVISIONAL MEETING**

**2008 DIVISIONAL MEETING
NOVEMBER 15, 2008
ROYAL YORK HOTEL, TORONTO**

CALL TO ORDER

Sister Roxanne Barnes, MERC Chair, called the meeting to order at 1:20 p.m.

INTRODUCTIONS

Roxanne Barnes, Chair
David Chew, Member
Shawn Lavery, Member
Ron Strong, Member
Rita Ashley, Recording Secretary

Sister Patty Rout addressed the participants. The Developmental Services facilities are closing and she thanked the members for their commitment and wished them well on their new journey. Despite this setback, Sister Rout reminded everyone that we have to move forward and to keep the Union strong.

ADOPTION OF THE AGENDA

MOTION

Moved: P. Smith (L.455)

Seconded: D. Middleton (L.314)

To adopt the Agenda.

CARRIED

ADOPTION OF THE PREVIOUS MINUTES

MOTION

Moved: C. Hayes-Wright (L.308)

Seconded: N. Pilon (L.615)

To adopt the minutes of the previous Divisional meeting.

CARRIED

MERC REPORT

The members of the MERC each gave their report and the report of the MERC Chair is attached.

Sister Barnes also gave an overview of the work of the MERC.

UPDATE FROM THE OCCUPATIONAL GROUPS

Each of the Occupational Groups gave a report of their group.

ELECTIONS

Gord Hamilton, OPSEU CAAT Supervisor, reviewed the election procedures prior to conducting the elections. Stephen George, Job Security Officer, took over the election proceedings after the first set of elections.

MOTION

Moved: A. Cohen (L.586)

Seconded: D. Chew (L.323)

Speeches to be limited to 2 minutes.

CARRIED

MERC Vice-Chair

MOTION

Moved: R. Barnes (L.308)

Seconded: C. Hayes-Wright (L.308)

Speeches to be limited to 2 minutes.

CARRIED

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
D. Middleton (L.314)	C. Hayes-Wright (L.308)	Stand	Elected
I. Khan (L.542)	S. Lavery (L.542)	Stand	

K. Hord (L.310) was the scrutineer

MOTION

Moved: D. Chew (L.323)

Seconded: L. Sauve-Wright (L.436)

To destroy the ballots.

CARRIED

Breakout: Occupational Groups Elect Their Teams

ODSP Sub-Committee Chair

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
P. Smith (L.455)	S. McInnis (L.219)	Stand	Acclaimed

ODSP Sub-Committee Vice-Chair

MOTION

Moved: A. Cohen (L.586)

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

Speeches to be limited to 2 minutes.

CARRIED

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
S. McInnis (L.219)	L. Pold-Dellavedova (L.601)	Stand	Elected
C. Ellis (L.410)	D. Lineger (L.410)	Stand	

C. Reitano (L.410) and C. Hamilton (L.635) were the scrutineers.

ODSP Sub-Committee Secretary-Treasurer

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
D. Lineger (L.410)	M. Dicaire (L.426)	Stand	Acclaimed

ODSP Sub-Committee Member-At-Large

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
K. Hord (L.310)	N. Pilon (L.615)	Stand	Acclaimed

ODSP Sub-Committee Alternates (2)

MOTION

Moved: N. Pilon (L.615)

Seconded: R. Barnes (L.308)

That we have 2 Alternates and that our votes determine the ranking by plurality.

CARRIED

MOTION

Moved: A. Cohen (L.586)

Seconded: L. Reparon (L.368)

To reopen floor for nominations as Alternates to the ODSP Sub-Committee.

CARRIED

MOTION

Moved: C. Hayes-Wright (L.308)

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

That the new Nominee be asked to make a speech.

CARRIED

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
D. Middleton (L.314)	D. Linegar (L.410)	Stand	1st Alternate
A. Cohen (L.586)	C. Hamilton (L.635)	Stand	2nd Alternate
A. Cohen (L.586)	A. Devine (L.586)	Stand	

DSOC Sub-Committee MERC Member

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
D. Chew (L.323)	J. Cameron (L.323)	Stand	Acclaimed

MOTION

Moved: J. Cameron (L.323)

Seconded: D. Chew (L.323)

To destroy the ballots

CARRIED

DSOC Sub-Committee MERC Alternate

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

DSOC Sub-Committee Chair

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
L. Sauve-Wright (L.436)	N. Sheffield (L.436)	Stand	Acclaimed

DSOC Sub-Committee Vice-Chair

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
J. Cameron (L.323)	R. Dauphin (L.126)	Stand	Acclaimed

DSOC Sub-Committee Secretary-Treasurer

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
L. Sauve-Wright (L.436)	J. Cameron (L.323)	Stand	Acclaimed

DSOC Sub-Committee Member-At-Large

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
S. Riegling (L.126)	L. Sauve-Wright (L.436)	Stand	Acclaimed

DSOC Sub-Committee Alternate

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
R. Dauphin (L.126)	S. Riegling (L.126)	Stand	Acclaimed

FRO Sub-Committee MERC Member

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
I. Khan (L.542)	S. Lavery (L.542)	Stand	Acclaimed

MOTION

Moved: J. Holmes (L.542)

Seconded: I. Khan (L.542)

To destroy the ballots

CARRIED

FRO MERC Alernate

<u>Nominator</u>	<u>Nominee</u>	<u>Stand/Decline</u>	<u>Results</u>
J. Holmes (L.542)	I. Khan (L.542)	Stand	Acclaimed

MOTION

Moved: S. Lavery (L.542)

Seconded: I. Khan (L.542)

To destroy the ballots.

CARRIED

MOTION

Moved: D. Chew (L.323)

Seconded: R. Dauphin (L.126)

COMSOC MERC be charged with the disbursement of any residual monies from the Memorandum of Agreement signed August 2, 2007.

RATIONALE: That DSOC will not be in existence when this agreement is ended and that all three DH facilities benefit from surplus, exclusively.

MOTION

Moved: A. Cohen (L.586)

Seconded: N. Sheffield (L.436)

Closure

CARRIED

ORIGINAL MOTION

CARRIED

MOTION

Moved: N. Pilon (615)

Seconded: P. Smith (L.455)

WHEREAS the ODSP Occupational Group has agreed to lobby their MPP's in an effort to get additional staffing resources to address workload;

AND WHEREAS, we want to ensure that there is a consistent message given to MPP's that will apply pressure and obtain results;

THEREFORE BE IT RESOLVED that the MERC ODSP Sub-committee petition OPSEU EBM for resources to continue the public campaign to pressure the government to fix the workload issues within our ODSP offices.

CARRIED

MOTION

Moved: R. Barnes (L.308)

Seconded: R. Strong (L.586)

WHEREAS the Developmental Services Occupational group will be non-existent by the end of the upcoming term; and

WHEREAS health and safety is a growing concern within our workplaces;

THEREFORE BE IT RESOLVED that effective the 2010 divisional that the MCSS division elect one person to the Health and Safety MERC Team. This person must be a certified Health and Safety member.

CARRIED

MOTION

Moved: P. Saulnier (L.314)

To Adjourn.

CARRIED

The meeting adjourned at 5:15 p.m.

AUTHORIZED FOR DISTRIBUTION:



Roxanne Barnes
MERC Chair
Ministry of Community & Social Services



Warren (Smokey) Thomas
President
OPSEU

/ra

Attachment (1)

MCSS MERC CHAIR REPORT – DIVISIONAL MEETING 2008

As chair of your MERC team I would like to welcome you. Since our last Divisional meeting in 2006, much has taken place in our Ministry. This report will provide an overview of what has taken place over the last couple of years. Your MERC team hopes that you will take advantage of this time to network and share your experiences that will help us move our agenda forward. The theme of the 2006 OPS Divisional Conference was "Maximizing the power of the collective." We used this theme over the last two years and have seen some positive results.

Income Maintenance meeting in Ottawa. In 2007 four members attended an income maintenance meeting which brought members from other provinces together to look at our common goal which is lobbying for more resources. It was a great way to network and this assisted us in the development of our ODSP campaign. We took what we learned and brought it back and put it into action.

The Ontario Disability Support Program Campaign, the enthusiasm and the members support helped push our agenda forward. We accomplished getting the employer to review our program, which has been long over due. We are optimistic that this review will bring positive results.

The Memorandum of Agreement for members in the three closing Developmental Facilities. The support and lobbying of our members assisted in getting the employer to sit down with us and negotiate a memorandum of agreement that provided additional employment supports and recognition for our members.

There are ongoing issues within our Developmental Services Division that we are dealing with the employer on. We requested expedited grievance hearings to have all the outstanding DS grievances heard before the closure of the three remaining facilities. Dates have been set in each of the facilities.

Bullying in the workplace policy. The members in the Hamilton/Niagara Region and the employer took this issue seriously and jointly negotiated a Policy on Bullying in the work place as chair of your MERC team, I was afforded to be part of that team. The use of the Interest Based Problem Solving process approach was a valuable tool in this accomplishment. The employer has agreed to share this document with the Program Management Committee (PMC), with the hopes that they will use this policy within their regions.

MERC Newsletter: Although it has been a struggle we have put together our Newsletter. This has been a valuable tool for communication which we need to build on. I would like to thank the members who have jumped up to the plate when asked to submit an article.

Our fight for a **safe workplace** was not as positive when it came to the issue of plexi glass. We had an agreement so we thought in regards to office design which included plexi glass in our Windsor office. The employer stalled which resulted in the union taking the employer back to the GSB. The union did not prevail. The Windsor situation we are still pursuing it, looking at what other options we can take.

We have worked alongside the Ministry of Labour to try and improve labour relations with some successes. We must recognize that IBPS does not work in all situations. You will develop the skills overtime to know when to use it and when not to. To make this work it takes commitment from both sides.

Meeting with the Minister Madeline Meilleur, DM, ADM, David Logan MGS, Eric Morin, Patty Rout, Bob Eaton and myself took place in April 2008. At his time the union requested that a

committee be established to review the ODSP program and the lack of resources. The Minister said that she heard our concerns. We are wondering what she hear? The Ministry announced in July 2008 that they were establishing a committee to review ODSP.

Security Checks within ODSP. AS soon as we heard his we called OPSEU corporate. They informed us that they have already filed for an expedited hearing a the GSB. We had to get the chair to order the employer to meet with the union to discuss our concerns. If there were upfront communication a lot of the issues would have been resolved. We agreed to the initial 131 employees being checked for CPIC only. The employer removed the reliability checks for employees presently working in ODSP.

We met the employer again on September 19, 2008. At this time the employer disclosed to us the need to have another 132 employees checked for CPIC only due to the new agreement with the Federal Government and the E.I. data base. A subsequent meeting was held between OPSEU Corporate and the employer and they agreed to the 132 employees being checked. OPSEU and the employer will have further discussions in regards to the remaining members in ODSP.

At the Family Responsibility Office there have been a few reviews which we have stayed on top of and got the employer to share information at the LERC. FRO is a constant revolving environment. Although the Family Responsibility Office was forced to abandon its integrated Service Delivery Model in 2007, it has launched a new initiative, the Family Responsibility Office Case Management System, to acquire and implement a case management technology solution. Your MERC has been receiving regular updates about this initiative.

As you all are aware we are in negotiations. Communication during this time will be pivotal to our success. We need to stay united during these difficult times. We need to develop a strategy within our work places that will assist the bargaining process whether it be wearing different colours, to having your collective agreement on your desk. We are asking that when you break out into your occupational groups that you will develop a strategy within your workplaces to support your bargaining teams. We can maximize the power of the collective, we have done it and we can do it again.

I would like to thank President Thomas and OPSEU's Executive Board for their ongoing support and investment in to our Occupational Division. The work that we have done during the last term would not have been possible without the incredible efforts of the entire OPSEU staff. A special thanks to our job security officer whose support everyday is central to the ERC process.

To all of you, our gratitude can not be measured without your dedication, passion and support our accomplishments would not be possible.

In Solidarity,
Roxanne Barnes