

MEMORANDUM

OPSEU



SEFPO

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

TO: All Presidents with members in the Ministry of Community Safety & Correctional Services
All Stewards in the Ministry of Community Safety & Correctional Services

FROM: Terry Baxter, OPS Supervisor/Negotiator

DATE: December 5, 2006

SUBJECT: **Ministry of Community Safety & Correctional Services ERC Minutes – August 3, 2006**

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

Please post or otherwise make them available to the members in your workplaces.

Also attached is a MERC referral form which should be used when referring unresolved local issues to the ministry level. The referral should be sent care of the Job Security Unit with all the supporting documentation, (e.g. minutes, correspondence, etc.), with any referrals.

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

100 Lesmill Road,
Toronto, Ontario
M3B 3P8
e-mail: opseu@opseu.org
www.opseu.org
100 chemin Lesmill,
Toronto, Ontario
M3B 3P8
courrier électronique
opseu@opseu.org
www.opseu.org
Tel: (416) 443-8888
Fax: (416) 443-9670
Ontario:
Toll free: 1-800-268-7376

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,

Leah Casselman
President

/jm
att.

cc: MERC Chairs
Ministry ERC

Terry Baxter
OPS Supervisor/Negotiator

TDD:
(416) 443-9898
or
1-800-663-1070

MINISTRY EMPLOYEE RELATIONS COMMITTEE MEETING

**Thursday, August 3, 2006
Eastern Regional Office**

Attending for the Ministry

Mr. Mickey Stephenson (Co-Chair)
Mr. Nick Antoncic
Mr. Paul Fleury
Mr. David Walker
Mr. Don Chillman

Regrets:

Ms Christina Danylchenko
Mr. Barry Thomas

Attending for the Union

Mr. Dave Graves (Co-Chair)
Mr. Gord Longhi
Mr. Len Mason
Mr. Rick Desjardin
Ms. Sandra Harper

Guests:

Mr. Steve Gulyee, President, Local 119

	Item	Discussion	Resolved/Action
New Agenda Items			
1.	Appendix 24 MOA	Union submitted a draft Memorandum of Agreement with respect to Appendix 24. Unclassified Seniority for management's consideration. The Union contend that if Union and Management agree and sign this MOU the agreement will offer clarity with respect to the application of Article 24 Unclassified Seniority for both parties as well as clarifying the competitive process and layoffs. Article 2 rights and includes a dispute mechanism.	Management and the Union engaged in a very detailed round table discussion to understand the principles and precise meaning of this agreement. At the conclusion of this discussion Management advised that they require further consultation with other Ministry Representatives of the employer before responding to the Union proposal. Management indicated they would provide a response at the next MERC Meeting on September 26, 2006.
2.	Article 24 MOA	Union submitted a draft Memorandum of Agreement with respect to Articles 23 and 24, Union Leave and Leave Without Pay. The Union explained that the purpose of this proposal is to provide pension credit for OPSEU members when performing OPSEU related work with respect to labour relations, mediation, arbitration who are not currently given this benefit under certain specific OPSEU assignments.	Management and the Union engaged in a very detailed round table discussion to understand the principles and precise meaning of this agreement. At the conclusion of this discussion Management advised that they require further consultation with other Ministry Representatives of the employer and will respond to the Union proposal.
3.	List of HRA/s for all Institutions and Probation Officers	Union requested contact list of Human Resources Advisor for all work sites as well as a primary Human Resources Contact at corporate office.	Human Resource Director provided a copy of Human Resources Advisor Contacts and advised that Lucy Neal is the Corporate Office Human Resource contact.
4.	Update Mimico/Invictus Surplus including: <ul style="list-style-type: none"> ➤ Mimico closure date ➤ Status of Cook 2 vacancy at OCI 	<p>Status of Mimico</p> <p>Union advised that the Ministry has surplus Cook positions and are inquiring about a vacant OCI Cook position, currently being filled through temporary assignment.</p>	<p>No change in previously announced decommissioning date, September 30, 2006</p> <p>Human Resources Director advised that Ministry is awaiting clearance for this position.</p>

	Item	Discussion	Resolved/Action
	<ul style="list-style-type: none"> ➤ Status of Recreation officer at Maplehurst ➤ Confirmation of placements/displacements/conditionals 	<p>Union inquiring about status of Maplehurst Recreation Officer vacancy. Is there a vacancy?</p> <p>Union request confirmation of Mimico employee surplus assignments</p>	<p>Human Resources Director to follow-up with status of Recreation Officer position.</p> <p>Human Resources Director to follow-up with Ministry of government Services, Ann MacDonald</p>
5	CECC Female Offenders in Male Segregation	<p>Union commented on female inmates being accommodated in male segregation unit at CECC. Suggested Management develop back-up plan to prevent females from being accommodated in male units.</p>	<p>Management noted that female accommodation is an emerging concern across the province and has requested that Superintendents take appropriate steps to avoid accommodating female inmates in male occupied areas.</p>
6.	Labour Relations Thunder Bay	<p>Union expressed concern about the deteriorating labour relations environment both at the Thunder Bay Correctional Centre and Thunder Bay Jail over the past few months. Union noted that Management recently conducted a compliance audit at the Thunder Bay Jail, which resulted in changes to local shift exchange practices and other changes to the hiring of unclassified correctional officers and local overtime protocol. Furthermore, Union indicated that since February 06' the Local Employee Relations Committee have been trying to resolve changes that management made to</p>	<p>Management to follow-up with Northern Regional Director. Management suggested that perhaps given the concern about labour relations it is timely that the Local Employee Relations Committees participate in Interest Based Problem Solving Discussions. Cross reference item 14. Local 737 requested a copy of the entire compliance audit.</p>

	Item	Discussion	Resolved/Action
		<p>post coverage reducing previous compliment on day shift from eleven staff to ten staff. Union indicated that post-audit would show that work is still there for the eleventh staff person. Union indicated that they received a copy of the Compliance Audit but objected to significant blacked-out portions of the audit.</p>	
7.	Motor Vehicle Licenses and Using a Work Address	<p>Union requested Management implement - Address Suppression Program (MTO for all Corrections employees).</p>	<p>Management agreed to follow-up with this recommendation.</p>
8.	Update on Resource Position Management:	<p>Maplehurst Complex: Still in process.</p> <p>TWDC Dovetailed Positions: still in process.</p> <p>Sudbury Jail: Employee names provided.</p> <p>SLVCTC: Employee names provided.</p> <p>Union looking for Management's position with respect to filling correctional officer vacancies, e.g. 16 vacancies at HWDC. The union requesting consultation at the MERC table on the filling of future vacancies through Appendix 24 or laterals.</p>	<p>Management advised the union that the employer is open to a transparent process for filling vacancies. Management indicated that direction being considered for filling future vacancies is for the Superintendent to consult with the Local Union President about filling vacancies using one of the following three options:</p> <p>Competition; Appendix 24; and Laterals</p> <p>Disputes are to be referred to Regional Director for final decision. Further discussion required.</p>
9.	<p>Memorandum of Agreement with Respect to Probation and Parole Officers (Unclassified PPO's)</p> <ul style="list-style-type: none"> ➤ Signed copy ➤ Copy of communication ➤ Final list/ total numbers 	<p>Management noted that parties signed a Memorandum of Agreement on June 26, 2006. Approximately 37 /38 positions moved to classified status. Outstanding grievance withdrawn.</p>	<p>Management and Union acknowledge the good work of the sub-committee.</p>

Handwritten initials 'MS' and a signature 'D' with a flourish.

	Item	Discussion	Resolved/Action
	<ul style="list-style-type: none"> ➤ Anomalies ➤ Appendix A 		
10.	Union requested update on hiring of previously announced JDRI positions	Union requested consultation on the process management is to use on the filling of these positions.	Management indicated that are approximately 65 positions to be filled, existing overages will need to be taken into consideration, note 9 above. Parties agreed to discussion on the hiring processes i.e. Laterals, competitions.
11.	Guns and Gangs Initiative, 12 positions. Union had requested disclosure and consultation on initiative and this did not happen and postings were made without any disclosure to MERC/H&S Reps. Union requesting ongoing consultation on the development of this project.	Union noted that posting for twelve positions occurred prior to disclosure at the MERC table and consultation with the Union.	Management provided update noting that interviews were held and positions filled. No further action.
12.	Ministry Identification Cards and Badges: Many P&P staff as well as institutional staff have not been provided with new ID cards. Status update.	<p>Union noted that ID cards and Badges have not yet been distributed to PPO's and CO's.</p> <p>Management indicated that this is an ongoing initiative for the Ministry and will take some time for complete implementation</p>	Management to follow-up with Director of Operational Support.
13.	P&P Workload Subcommittee: Union requesting that committee reconvenes this fall.	Union has requested that sub-committee reconvene	Paul Fleury and Gord Longhi to take the lead on reconvening.

	Item	Discussion	Resolved/Action
14.	Interest Based Problem Solving: Eastern Region session completed in June. Confirm timeframe for rollout for other three regions for the fall.	Eastern Region Probation and Parole staff participated in Interest Based Problem Solving in June 06'. Positive feedback from participants. Occupational Health and Safety Representative in attendance.	Dates for other regions to be determined.
15.	Bullying in the workplace: Significant issues are arising in a number of P&P offices. Suggest developing a strategy that would ensure prompt and effective action occurs to address bullying in the workplace from identification of issue to investigation through to restoration.	Union contends that bullying in the workplace is an emerging issue in a number of Probation and Parole Offices. Union suggests developing a strategy to deal with these issues in a prompt and effective manner. Management notes that employee workplace behaviour is an issue of concern for all employees, union and management and falls within the responsibility of the new Workforce Effectiveness Unit. Union and management to continue developing a new Employee Assistance Program information manual.	The new Assistant Deputy Minister, AIS and Samina Sami, Director, Workforce Effectiveness Unit will be invited to a future MERC meeting.
16.	Bill C-131	Union requested management sign a joint letter supporting Bill C-131 (Ontario Peace Officer Memorial). Second reading schedule for the fall.	Management to review and get back to the union, may be a conflict of interest.
17	Old Business 1. Terms of Reference for Unclassified Subcommittee and for the training and Development Committee 2. HWDC Posting for "Youth" Positions		Start-up meeting was deferred pending Union MERC Team elections. Grievances proceeding.

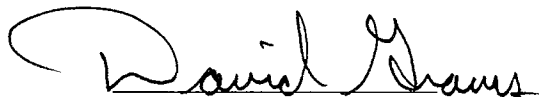
	Item	Discussion	Resolved/Action
	3. Update on RPM Schedules	<p>Union requested review of hiring /competition process. Increased transparency in criteria for screening of applicants. Competition questions designed to elicit individuals experience with recognition of seniority. Using audits/recent reports to evaluate job performance. Providing written feedback for employees. Q&A's with marks and feedback. Individual results and ranking against others without using names. Union stated that competitions are an excellent opportunity to identify training and development needs and enhance career development.</p>	Update provided in new business.
4. Owen Sound Jail	Owen Sound Jail -- (CWWA) Union to check on schedule		
5. Attendance Support Program	General discussion concerning high absenteeism within Correctional Service Workforce		
6. Post Audits: Chatham Jail and Stratford Jail	Union Co-Chair to consult with Western Regional Director		
7. Hiring Practices P&P			
8. Accommodation	Union/Management discussion. Human Resources director to review with Corporate Human Resources staff regarding written protocols and guidelines and prepare a package of information for employees.		
9. Badges for Probation and Parole Officers	Update see new business		
10. CNCC	To be returned to the Public Sector November 10, 2006.		
11. Section 22 Investigation Criminal Charge	No further action		

Handwritten initials or signature, possibly 'M' and 'D'.

	Item	Discussion	Resolved/Action
	12. Employee Assistance Resource Manual		Commitment to move forward
18.	Review Dates		September 26, 2006 October 26, 2006 December 19, 2006

16. Next Joint Meeting: September 26, 2006

- Location: 5757 Coopers Avenue, Mississauga


FOR THE UNION

20 November 2006

DATE


FOR MANAGEMENT

20 November 2006

DATE

