

MEMORANDUM

TO: All Presidents with members in the Ministry of Attorney General
All Stewards in the Ministry of Attorney General

FROM: Brian Gould, OPS Supervisor

DATE: June 22, 2009

SUBJECT: **Ministry of Attorney General ERC
Minutes – June 16, 2009**

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.

Please use the 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.).

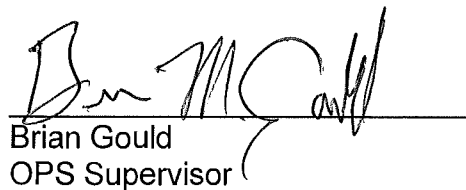
PLEASE NOTE: THESE MINISTRY MINUTES WERE PREPARED BY THE EMPLOYER.

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY



Warren (Smokey) Thomas
President



Brian Gould
OPS Supervisor

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att.

cc: MERC Chairs
Ministry ERC

MERC MINUTES

Ministry of the Attorney General

MINISTRY EMPLOYEE RELATIONS COMMITTEE MEETING (MERC)

June 16, 2009

10:00 PM – 2:30 p.m.

31 Wellesley Street East, Boardroom E
Toronto, Ontario

CHAIR: Union

For the Union

Julie Weber (Co-Chair), OPSEU Local 228
Brenda Clapp, OPSEU Local 710
Jim Jurens, President OPSEU Local 526

Judith Marion, OPSEU Job Security Officer

Regrets: Angela Fairchild, Manager, Legal Services Division

Recorder: Laura McCready

Guests: Sue Dunford, CSMD
Carol Christidis, CSMD
Pamela Sebestyen-Yu, Employee Relations Advisor, MGS

For the Ministry

Valerie Neville (Co-Chair), CSMD
Grace Lin, Family Justice/Policy Division
Dianne Aziz, Court Services Division
Roy Dart, Court Services Division

Agenda Item	Issue	Follow-Up/Action
STANDING ITEMS:		
Conversion	<u>Article 31A.15 – Conversion of Unclassified Positions to Classified Positions</u> A report was provided to the Union.	
MAG Update	<u>Courts Services Division</u> – There are dates set at the GSB for October and November 2009 with Vice- Chair Abramsky regarding the Hunt et al decision. <u>Court Interpreters</u> – The Employer indicated that the testing is the subject of a grievance so the matter cannot be discussed in detail. The Union will forward specific concerns regarding the testing to the Employer. A response will be provided to the Union as soon as possible, before the next meeting. <u>Family Justice Services Division</u> – The Employer indicated that the investigation is ongoing. <u>Legal Services Division</u> – There are no updates at this time.	Employer will provide an update on progress by the end of 2009.
Vacancy Reports	The Employer provided reports to the Union.	
Enforcement Program	The Employer indicated that the meeting for the Enforcement Officer working group has been adjourned until September, at which time the Employer will give an update to the Union.	An update to be provided at the next meeting.

Local Employee Relations Committees	No update.	
Joint Health and Safety Committees	A list of the Committees has been provided to the Union.	
Workload issues	<p>SCJ, OCJ, Brampton</p> <p>The parties discussed the issue of wait times and the impact on staff. Suggestions were made on how to deal with excessive wait times impacts on staff. Suggestions included signage, training and the filling of vacant positions.</p> <p>The employer explained that every vacancy that occurs across the division is reviewed on a case-by-case basis and the decision to recruit is made based on operational need.</p> <p>The Union requested that signage be posted to advise clients of possible wait times.</p> <p>The Employer stated that it is the responsibility of Management to prioritize the work including backlogs and staff are not required to work through their lunch breaks and breaks.</p> <p>The Union to send specifics to the Employer regarding Brampton vacancies.</p>	Union to follow-up.
Employee Engagement Action Plan	Management gave an update on the 2009 Employment Engagement survey. Prior to the next meeting, any additional Ministry-specific information will be provided. Discussions will take place at the next MERC meeting.	Management to provide an update when available.
Terms of Reference – MERC/LERCs	Management will send changes to the Union for sign off.	Management to report back.

HR Priorities 2005 - 2008, Report of Progress: Executive Summary	No updates.	
Aboriginal Recruitment Pilot Project	Management advised they are considering extending the pilot. Management to report back with statistics of the project.	Management to report back.
Ministry's Court Reporting Review	No updates.	
Size of the OPS	No updates.	
Scheduling of FPT	The parties acknowledge that these concerns are now before the GSB. The Union raised specific concerns regarding the FPT employee's schedules. Management to follow-up and report back.	
Ontario Human Rights Transition Update	The Ontario Human Rights Commission no longer has a separate MERC, therefore OHRC issues will be raised at the MAG MERC. The Union was given an update on the Ontario Human Rights Transition. The parties continue to work together to resolve outstanding issues.	
Court Security Disclosure November 6, 2008	No updates at this time.	Management will provide an update to the union when it becomes available.
REPORT BACK ITEMS:		
Request for Information-Technology and Equipment in courts	The Union requested a progress report from the last meeting. Management has no updates at this time.	Management to report back before the next meeting.

CSD Client Satisfaction Survey 2009	The Employer will have results by the end of September, 2009. MERC will be provided with a copy of the Courts Divisional results.	Management to report back.
Performance Reviews – 393 University Avenue	The Employer will follow up before the next meeting.	Management to report back.
FPT Pay-roll issues at 393 University and Full-time Merit Increases	The specific issues have been resolved. The Employer will look at drafting template letter that local Management can use when payroll issues arise.	Management to report back.
Union Document Disclosure Request	The Employer confirmed that the disclosure was sent and technological problems with the OPSEU email system were resolved.	Remove from agenda.
Disclosures	The Employer agrees to disclose in a timely manner. The parties will discuss all disclosures that have been provided on an on-going basis.	To be a standing item.
Ontario Works	The Employer does not have a corporate report, therefore must follow-up with local managers.	Management to report back.

MOU MAG and Chief Justice of OCJ, November 1998.	Employer to follow-up and advise before the next meeting.	The Employer will provide the most recent MOU before the next meeting.
ILRS Review	The Employer will provide an update when the ILRS review has been completed.	The Employer will provide update.
Lunch Breaks	The Employer advised that there is no single uniform lunch break policy for full-time staff. Employees can discuss lunch breaks with their local managers on a case-by-case basis.	Remove from agenda.
VWAP volunteers doing bargaining work	<p>The Union raised concerns that volunteers are working in the Victim/Witness Assistance Program offices.</p> <p>The Union provided specific information regarding use of volunteers in VWAP. The Employer will follow-up and provide information to the Union prior to the next meeting.</p>	Management to report back.
Ft. Frances Court	Management to follow-up.	Management to report back.
FPT Deficit Hours	Union to follow-up with Employer regarding their request.	Union to follow-up.

Bradford Mould Issues	The Employer to follow up before next meeting.	Management to report back.
2008-2009 Results Based Planning	Employer has disclosed all issues that were submitted as part of RbP.	Parties to discuss at next meeting.
NEW BUSINESS:		
FPT Issues – Dryden and 361 University Courts	Union will provide specific details and the Employer will follow-up.	Union to report back.
FPT Primary Work- Thunder Bay	Union will provide specific details and the Employer will follow-up.	Union to report back.
L'Original Court	<p>The parties discussed meeting and training for the LERC. The parties to follow-up.</p> <p>The Union inquired about a vacancy at the court location. Management indicated that the vacancy was approved, has been sent to the Recruitment Centre and will be posted.</p>	Management to report back.
Local 205 (Hamilton) Issue	The Union raised concerns regarding an unclassified position. The position has existed for a number of years but is not full-time hours. The union inquired regarding the Employer's intentions for this position.	Management to report back.

ILRS GSB Follow-up from June 9, 2009	The parties will determine meeting dates.	
Job Descriptions	The Employer provided all new job descriptions since the last MERC meeting.	To be a standing item.
H1N1 Issue	The Employer will look into the suggestion made by the Union to provide hand sanitizer to front-line staff.	Management to report back.

For the Union:

Julie Weber
OPSEU Co-Chair

Date:

June 26 2009

For Management:

Valerie Neville
Management Co-Chair

Date:

June 16/09