

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/Negotiator

DATE: June 5, 2008

SUBJECT: **Ministry of Attorney General ERC
Minutes – April 1, 2008**

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.).

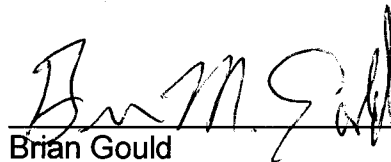
PLEASE NOTE: THESE MINISTRY MINUTES WERE PREPARED BY THE EMPLOYER.

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY



Warren (Smokey) Thomas
President



Brian Gould
OPS Supervisor/Negotiator

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att.

cc: MERC Chairs
Ministry ERC

MERC MINUTES

Ministry of the Attorney General

MINISTRY EMPLOYEE RELATIONS COMMITTEE MEETING (MERC)

April 1, 2008

2:00 p.m. – 5:00 p.m.

720 Bay Street
Toronto, Ontario

CHAIR: MANAGEMENT

For the Union

Julie Weber (Co-Chair), OPSEU Local 228
Brenda Clapp, OPSEU Local 710
Paul Myers, OPSEU Local 526
Judith Marion (OPSEU Job Security)

For the Ministry

Valerie Neville (Co-Chair), CSMD
David Senik, Family Justice Services Division
Shaun Joy, Court Services Division

Regrets:

Rosalie Reis, Manager, Legal Services Division

Recorder:

Jared Friesen, Human Resources, CSMD

Guests:

Karen Pashleigh, Director, Human Resources Branch, CSMD

Agenda Item	Issue	Follow-Up/Action
STANDING ITEMS:		
Conversion	<p>a) <u>Article 31A.15 – Conversion of Unclassified Positions to Classified Positions</u> Report was provided to the Union.</p> <p>b) <u>Appendix 25 – Conversion of Unclassified Staff to Flexible Part-Time Employees:</u></p>	Remove from agenda.
MAG Update	<p><u>Courts Services Division</u></p> <p><u>Court Interpreters</u> The Employer will be introducing a more formal complaint process for challenges of interpretation from members of the bar and is currently in the process of securing the vendor to provide testing of the top 25 ministry languages.</p> <p><u>Family Justice Services Division</u> Updates regarding the Office of the Public Guardian and Trustee (OPGT) and the Policy/FJSD amalgamation will be provided to the Union when possible. The investigation regarding the incident involving a public guardian is ongoing.</p> <p><u>Legal Services Division</u> No update.</p>	The Employer will provide updates as they become available.
Vacancy Reports	Reports were provided to the Union.	

Enforcement Program	<p>The Request for Procurement (RFP) has been received from legal services. The contractor screening process will be conducted with OSS.</p> <p>The division offered training sessions for enforcement officers on March 3, 2008. Refresher training will be provided in 2008 and 2009. New recruitment training dates will be determined for the remainder of 2008.</p>	
Local Employee Relations Committees	<p>It was regrettable that the Northern LERC training conflicted with the OPSEU Convention. LERC training sessions continue to be provided.</p>	
Joint Health and Safety Committees	<p>The Employer advised that a JHSC database is being designed, and it is estimated that it will be completed June 2008.</p>	<p>The Employer will share the JHSC list with the Union once completed.</p>
Workload issues – Brampton	<p>The Union proposed a joint working group for the Brampton Courthouse Administration Office to help address workload issues. It was suggested that a subcommittee of LERC could be struck.</p>	<p>The Employer will forward the suggestion to local management prior to the next LERC meeting for consideration.</p>
Article 1.4	<p>Report provided to the Union. The Parties agree to remove Article 1.4 as a standing item since the information is provided to the Union electronically.</p>	<p>Remove from agenda.</p>
Criminal Injuries Compensation Board (CICB) – Ombudsman's Report	<p>No updates.</p>	

Audit-Justice Cluster (Justice I&IT) – Update	No updates.	
Employee Engagement Action Plan	No updates.	
REPORT BACK ITEMS:		
Terms of Reference – MERC/LERCs	The Employer will review the draft Terms of Reference.	To be a standing item.
I&IT Consolidation	The consolidation has been completed.	Remove from agenda.
Sudbury – Work of Client Service Representatives – downloaded onto Courtroom Clerks	The Employer advised that the processes at the Sudbury location have not changed and predate conversion. Each location determines the processes to be used and may differ from other locations.	The Union will provide further information on the specific concerns to the MCO. The MCO has expressed willingness to discuss concerns with the employee.
Ministry’s Court Reporting Review	No updates.	The Employer will provide updates as they become available.
Breach of Privacy	No updates	Employer to update.

Request for Information-Technology and Equipment in courts	<p>The Union requested a presentation at the next MERC meeting.</p>	<p>The Employer will invite the Director of Facilities Management Branch, to present at the next MERC meeting.</p>
Results Based Planning	<p>Union requested an update. No decision has been finalized at this time.</p>	<p>The Employer will provide an update at the next MERC.</p>
Welland Court-Seniority for Court Reporters	<p>The Employer advised that OSS will update the seniority dates of any affected employees.</p>	<p>The Employer will notify affected staff and the Union when the updates have been completed.</p>
720 Bay Security Issue	<p>. Steps have been taken to address and ensure the safety of employees at 720 Bay.</p>	<p>Remove from agenda.</p>
NEW BUSINESS:		
HR Transformation Update	<p>The Director of HR presented an update on the HR Transformation. Disclosure on this initiative has been provided corporately.</p> <p>The target date for implementing the Regional Recruitment Centres is July 1, 2008. The next phase, to be completed before the end of the 2008/2009 fiscal year, is implementing the Regional Service Centres and Strategic Business Units.</p>	<p>Remove from agenda</p>

<p>Notification letters to new employees, to inform person of their Local President</p>	<p>All offer letters to employees for OPSEU positions identify the OPSEU president and the corporate OPSEU phone number, which can be called to obtain information on regional and local OPSEU representatives. These offer letter templates have been sent to the Recruitment Centres.</p>	<p>The Employer to provide examples.</p>
<p>Expression of interest in St. Catharines for a CSR. No time frame was available.</p>	<p>The Employer advised that expressions of interest provide opportunities for more employees through a more competitive process than merely assigning a backfill. The timeframes for expressions of interest are not always known, but never exceed six (6) months.</p>	<p>Remove from agenda.</p>
<p>Aboriginal Recruitment Pilot Project</p>	<p>In support of the OPS Diversity Strategy, Court Services Division (CSD) is interested in providing opportunities for First Nation people to participate in the OPS' workforce.. CSD developed a one-year pilot project which will involve the recruitment and hiring of three First Nations staff: These employees will be part-time unclassified employees in the OPSEU bargaining unit for a one-year term.</p> <p>There will be no negative impact on the current staffing levels, and the allocation of hours for existing court staff will remain the same</p> <p>The Union requested formal disclosure.</p>	<p>The Employer will provide disclosure to the Union and updates as they become available.</p>

**WASH Courts –
Barrie/Newmarket**

The judiciary determined that Newmarket will commence running WASH courts. The Employer will make reasonable efforts subject to operational feasibility to ensure employees are scheduled to work the minimum annual hours for their category in both locations.

The Union requested an update regarding the status of employees in meeting their minimum annual hours for their category for both Barrie and Newmarket.

The Union requested formal disclosure.

The Employer will review the consultation process used for Barrie/Newmarket

For the Union:

Julie Weber
OPSEU Co-Chair

Date:

June 3/08

For Management:

Valerie Neville
Management Co-Chair

Date:

June 3/08