

**For the President's  
Signature/Approval**

**Name of  
document:** CYS MERC minutes

**Date of  
document:** 26-Jan-07

**Date document received in  
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**(Executive Assistant to the President)**

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## MEMORANDUM

**TO:** All Presidents with members in the Ministry of Children and Youth Services  
All Stewards in the Ministry of Children and Youth Services

**FROM:** Brian Gould, OPS Supervisor/Negotiator

**DATE:** May 8, 2007

**SUBJECT:** Ministry of Children and Youth Services ERC  
Minutes – January 26, 2007

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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.).

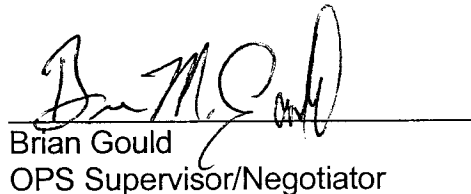
**PLEASE NOTE: THESE MINISTRY MINUTES WERE PREPARED BY THE EMPLOYER.**

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY



Warren (Smokey) Thomas  
President



Brian Gould  
OPS Supervisor/Negotiator

/jmh  
att.

cc: MERC Chairs  
Ministry ERC

**MINISTRY OF CHILDREN AND YOUTH SERVICES  
 MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC)  
 January 26, 2007  
 800 Bay Street, 6<sup>th</sup> Floor Willow Boardroom**

For Management:

JoAnn Miller-Reid (Co-Chair) \*  
 Kim Gallow  
 Anne Stark  
 Jennifer Boyer

For OPSEU

Jack Hopkins (Co-Chair)  
 Glenna Caldwell  
 Stephen George  
 Waltraud Knott

Regrets:

Guest: Bob Burkholder, Esther Levy

\* Chair of the Meeting

<b>AGENDA ITEMS</b>	<b>DISCUSSION</b>	<b>ACTION REQUIRED</b>
Additional Items Added to the Agenda  1. Roll-overs and conversions (processes) 2. Unclassified List	<u>Housekeeping</u>  Leave Health & Safety on agenda as standing item and have it as a report/update.  MCYS management gave the latest update regarding the closures and suggested removing Developmental Services from the agenda. OPSEU would prefer to see it remain and if there were no	Support to ensure Health & Safety remains on the MERC agenda as a standing item.  Developmental services will remain on the agenda.

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
3. Housekeeping 4. Probation	updates, this would simply be stated at the meeting and in the minutes.	
Mental Health Framework Presentation (11:30am – 12:00pm, Guest speaker Esther Levy from Children & Youth at Risk Branch attended)	Child and Youth Mental Health Policy Framework distributed to MERC members.  Presentation by Esther Levy, Director, Children & Youth at Risk.  Framework released in November 2006. OPSEU would like this put on the agenda as a standing item.	Bring forward who is participating from Youth Justice at the community table after the roll out has occurred. Rollout expected in the next few months.  Child & Youth Mental Health Policy Framework to be added to the agenda as a standing item.
Systemic Change	OPSEU suggested that Systemic Change become a standing item on the agenda. MCYS management agreed.	Systemic Change now standing item on the MERC agenda.
MERC Meeting Length	OPSEU expressed concern that the meetings scheduled from 10am to 2pm are not long enough. OPSEU would like to extend this time to 3pm. MCYS Management agreed.	MERC meetings will be extended to 3pm.

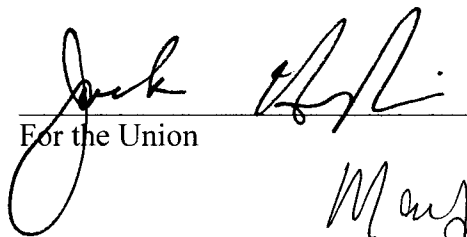
AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
Future Dates	May 3 <sup>rd</sup> & 4 <sup>th</sup> RERC Training July 19 <sup>th</sup> October 12th December 18th	Dates to be sent out via an electronic calendar appointment and room booked by MERC support person.
Review of July 2006 Minutes	Due to a computer malfunction, November MERC minutes are not available and must be recreated.  OPSEU & MCYS agreed to the content of the July 2006 meeting minutes with a few minor changes.	MERC members to examine their notes in order to re-create November MERC minutes.  MERC support person to make the changes and ensure July 2006 minutes are signed off.

<b><u>STANDING ITEMS:</u></b>		
MCYS Transformation Update	Youth Justice Services has requested funds to remove youth from remaining units co-located in Adult Facilities through the Results Based Planning process. Should be information regarding this request by Spring 2007.	Report when information available.
Probation Safety & Security Working Group – guest (Bob Burkholder) &	Bob Burkholder & Glenna Caldwell, Co-Chairs of the Sub-Committee, presented the work, which was completed by this MERC subcommittee. Draft standards were developed that will ultimately go to ADM for final revisions and policy sign off.	<u>Draft Standards</u> – discussion about the use of the word “mandatory” when talking about “a local plan including mandatory consultation is required”.

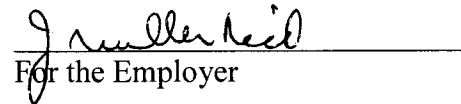
Glenna Caldwell	<p>They were forwarded to MERC Committee members prior to the meeting for review.</p> <p>Next steps: moving the Standards and draft recommendations forward to DMC/ADM table for approval.</p> <p>DMC will provide direction on implementation issues coming out of the recommendations.</p>	<p>OPSEU &amp; MCYS Management agreed to review the feasibility of the word “mandatory” in the agreed upon areas in the Draft Standards document. MCYS &amp; OPSEU to identify potential alternate wording.</p> <p>Recommendations – Series of recommendations were received from the committee and endorsed by MCYS Management and OPSEU to go forward to DMC</p>
Results Based Planning (RbP)	MCYS Management stated that in early spring a dollar figure from RFP would be announced to begin working on moving youth from shared sites. OPSEU would like to know what the plan for removal of the youth is and how this is going to roll out.	MCYS Management agreed to keep OPSEU informed as the plan is developed.
Human Resources (HR) Transformation	Progress report is available on Human Resources web open site.	
Training and Development Committee Update	OPSEU requested response from MCYS.	MCYS to respond.
LERC/RERC Training	Discussion of implementing RERC training by the end of June 2007.	OPSEU & MCYS MERC members to take the Train-The-Trainer training.
<b>BRING</b>		

<b><u>FORWARD ITEMS</u></b>		
Correctional Exemplary Service Medal (CESM)	MCYS Management provided an update on CESM. Approval has been received from the Federal Government – Governor General’s Office to proceed with Youth Justice CESM applications. MCYS is currently working on a process to implement via the Integration Branch.	MCYS Management to ask Angela James from Integration to link in with Jack Hopkins regarding a formal announcement to be included in the OPSEU newsletter regarding CESM.
Status of Vacation Policy/ Protocol Review for directly operated Youth Centres, YJSD	Requests had been made by one youth centre to make changes to the vacation policy/protocol. MCYS management completed a review, which examined ensuring equity with staff accessing vacation. The result of the review was that it is a fair approach and therefore it would make sense for it to remain the same.  OPSEU stated this current practice was an employer policy and that it was not negotiated at this table.	
<b><u>NEW BUSINESS:</u></b>		
Discussion re: Cross Ministry Job Trades (OPSEU)	Joint meeting will be scheduled with MCSCS & MCYS MERC s to discuss process for cross-ministry job trades.	Contact MCSCS MERC Co-Chairs – OPSEU & MCYS Management to schedule meeting.
Detention Placement re: criteria (OPSEU)	To be carried over to next meeting. Information regarding detention criteria under YCJA was provided as written hand out by MCYS.	Carried over to next MERC meeting.
Unclassified Irregularly Scheduled Merit Calculation (MCYS Management)	1912 hours is the standard.	N/A

<b><u>ADDITIONAL ITEMS:</u></b>		
<b>Probation – Work Load Issues</b>	OPSEU & MCYS continues to monitor areas where high growth is happening	
<b>Unclassified List</b>	Unclassified list given to OPSEU.	List to be given to OPSEU at every meeting.
<b>Next Meeting Date</b>	TBD	

  
 For the Union

May 4/07

  
 For the Employer