

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: Ruth Hamilton, A/Supervisor

DATE: Oct 25, 2010

SUBJECT: **Ministry of Children and Youth Services ERC
Minutes – October 19, 2010**

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

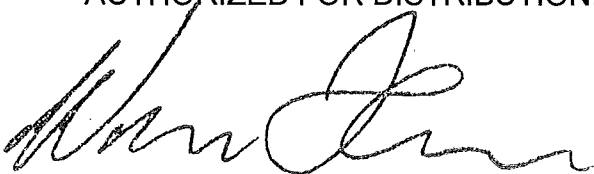
Please post or otherwise make them available to the members in your workplaces.

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



A/Ruth Hamilton
OPS Supervisor

/pb
att.

cc: MERC Chairs
Ministry ERC

**MINISTRY OF CHILDREN AND YOUTH SERVICES
 MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC)
 Tuesday, October 19th, 2010
 MCYS Corporate Office
 56 Wellesley Street, Toronto ON**

For Management:
 Kim Gallow (Co-Chair) *
 Pauline Barr
 Mike Mously

For OPSEU
 Glenna Caldwell (Co-Chair)
 Tony Cunningham
 Waltraud Knott

Regrets: Doug Nesrallah, Stephen George

Guests: Andrea Morley

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED	TIMEFRAME FOR ACTION
<u>STANDING ITEMS:</u>			
MCYS Transformation Update: Child Welfare Children Mental Health Youth Justice Strategic Framework	No updates at this time		
<u>Business Arising for the Minutes:</u>			
Operational Reviews	Bluewater operational review is not available yet. When available employer will share with union.		
Review of Recruitment duties	Matter was discussed at length with various issues raised by the union including new recruitment	Employer to schedule presentation from recruitment centre.	Next MERC

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED	TIMEFRAME FOR ACTION
	processes, screening, diversity outreach, complaint processes.		
Student Policy	Policy still under development	Ministry will provide update when information available	Next MERC
MERC attendance at Correctional Service College	Three presentations have occurred with new recruitment classes.	Remove from agenda	
Health Reassignment	Matter discussed	Defer to next MERC	
Volunteering Initiative	Employer advised that the Ministry at this time is unable to implement MCSS volunteer community learning program.	Remove from agenda	
YSO Refresher Training		Defer to Next MERC	
Honour Guard	Union provided employer with a proposal	Employer to review & respond	Next MERC
Staff Action Plans		Defer to next MERC	
Data Request: Fixed Term List Retirement data LTIP WSIB VEO, Surplus Activity List, Vacancy List Seniority List Grievance Lists	Employer can provide the following data: Fixed Term List as soon as available Retirement one time eligibility list Provided through the Joint Insurance Benefits Review Committee. Provided quarterly through local health & safety committees Provided by the Joint Employment Stability Subcommittee. Provided through the centre for employee relations to corporate OPSEU semi annually Union and employer will share their respective grievance list	Fixed Term List as soon as available. This item can now be removed from agenda.	
Payroll Modernization Project	The new WIN has been implemented and the Ministry is addressing issues as they arise.	Remove from agenda	
Executive Officers	Matter was discussed and the union will follow up with the employer where required.	Remove from agenda	
Probation Court Acknowledgement Forms	Form was updated	Remove from agenda	
Special Investigations	Union requested the employer consider the	Employer to review and respond	Next MERC

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED	TIMEFRAME FOR ACTION
	development of a joint protocol.		
Probation Officers Association of Ontario Conference	Employer funded 50 spots for the POAO Conference	Remove from agenda	
Mediation/ Arbitration	Dates have been arranged for two Youth Justice facilities for the new year.	Remove from agenda	
MERC Referral Form	Parties have agreed and the new form was distributed by hard copy and is available on the MCYS intranet site.	Remove from agenda	
HR Transformation Update	Employer provided the list of HR Advisors for the Ministry.	Remove from agenda	
Post Traumatic Stress Disorder Study	Employer advised this committee will report to the MERC table.	Move to updates	
Health & Safety Training	Union recommends the current LERC/ RERC training be made available for the local Health & Safety Committees.	Employer will review and respond	Next MERC
Updates:			
Anti Discrimination & Systematic Change	An environmental scan has been completed and a survey will follow. Work is ongoing.		
Health & Safety	Physical Demands Analysis has started at Cecil Facer. All facilities are being assessed for Georgian Glass.		
Health Productivity Program	Discussion related to the transition of HPP from the current steering committee to MERC.		
Training & Development	Work is ongoing		
Provincial Overtime	Parties believe there is an agreement in principle on overtime protocol and are in discussions regarding implementation of the protocol and HPRO.	Discussions will be ongoing	
Rollovers	Agreements have been signed	Remove from agenda	
Attendance Management Support Pilot Program for the Correctional Bargaining Unit	The union indicated they have concerns about the ASMO representatives dropping levels in exchanges for IME's, clarification on ASMO reps are looking for diagnostic information at the level meetings &	Items will be referred to JASIC by the Union.	

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	notification period for members to attend ASMPP meetings.		
Crisis Emergency Response		Remove from agenda	
New Business:			
Employee Code of Conduct-Children's Facilities	Employer shared the new code of conduct for the children's facilities which replaces the former MCSS code of conduct. To be shared at the respective workplaces.	Remove from agenda	
Ministry Diversity Initiative	Matter discussed and presentation to be scheduled.	Employer to arrange for a presentation	Next MERC
Bill 168	Matter discussed.	Refer to the Health and Safety Committee Table	
Children's Mental Health moving to MOH	Union requested the employer's position on the findings and recommendations on the recently completed Children's Mental Health review.	Employer to respond	Next MERC
Cross Ministry Agreement	Union requests that Youth Service Officers be able to transfer into Correctional Officer positions via a cross ministry agreement.	Employer to respond	Next MERC
Hiring of OPS cleaners at 3 YJ Facilities	Union requesting update from the employer on the status of the Bargaining Unit Integrity Grievance.	Employer to review and respond	End of October
PO3	Matter was discussed. Employer indicated that discussions are ongoing with Management and will be commencing discussions with the union shortly.		
Temporary Agency Staff: how many, how long and locations	Union has requested how many temporary agency staff, how long are their assignments and their locations.	Employer will review and respond	Next MERC
Date of Next Meeting:	Wednesday, January 19 th , 2010 Location TBD		

J Caldwell
OPSEU CHAIR

A Hallen
MANAGEMENT CHAIR

Oct. 19, 2010
DATE SIGNED

19. Oct. 2010
DATE SIGNED