

M E M O R A N D U M

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, OPS Supervisor

DATE: October 6, 2011

SUBJECT: **Ministry of Children and Youth Services
ERC Minutes – September 20, 2011**

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.

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,



Warren (Smokey) Thomas
President



Ruth Hamilton
OPS Supervisor

/jh

att.

cc: MERC Chairs
Ministry ERC

**MINISTRY OF CHILDREN AND YOUTH SERVICES
MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC)**

September 20th, 2011

Roy McMurtry Youth Centre
8500 McLaughlin Road, Brampton Ontario L6W 0N6

For Management:

Kim Gallow (Co-Chair)
Pauline Barr
Mike Mously
Tracy Williamson

For OPSEU

Glenna Caldwell (Co-Chair) *
Sandra Harper
Jack Hopkins

Regrets: Waltraud Knott

Guests: Andrea Morley, Jeffrey Stewart, Don Poynter

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED	TIMEFRAME FOR ACTION
<u>STANDING ITEMS:</u>			
MCYS Transformation Update	Refer to item under new business Mental Health Funding and MCYS Implications		
Child Welfare	No Updates		
Children's Mental Health	No Updates		
Youth Justice	No Updates		
Strategic Framework	No Updates		
Facility Administrator's List	No Updates		
Fixed Term Hours and Overtime Hours	The Union inquired as to whether or not total hours in respect to FXTs can be tracked.	Employer to check conversions/roll over status of FXTs and provide response on the issue of tracking total number of hours.	September 27, 2011.

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED	TIMEFRAME FOR ACTION
Implementation Plans for: Youth Justice, Direct Operated, Probation, CPRI, Thistle town	Discussed and agreed that plans would be shared and discussed at all ERCs	Employer and Union to communicate with their respective parties. Remove from agenda	
<u>Business Arising from the Minutes:</u>			
Operational Review	Employer to provide update		ASAP
Student Policy	Continues under development		
Honour Guard	The employer indicates that policy is under development.	Employer will update when policy completed	
Special Investigations			Deferred to December MERC
OCSC Utilization	No updates		
Job Trades (process, forms, portfolio extension to the CERC MOA)	The parties have agreed that for the purposes of job trades, a portfolio will not be required for the following Youth Justice services positions: - YSO, OAG8 Probation Admin Support, Nurse 50052, Social Worker 10104, Chaplain, Cook, Maintenance Mechanic General 93004, Maintenance Mechanic 93006, Maintenance Electrician 93030, Maintenance Painter 93050, Maintenance Plummer 93060, Maintenance Carpenter 93024, Grounds/Maintenance Worker 93009, PO2, Recreational Officer 2.	Remove item from agenda.	
MERC Presentation to New Employees	The parties to rework the Presentation		Next MERC
Policy Gap Discrimination Incidents Youth to Staff	Work is under way and will be shared with MERC when completed.		
MOU regarding the Calculation of Article 18 Continuous Service	Parties discussed and employer will respond		October 4, 2011.

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED	TIMEFRAME FOR ACTION
Date for Fixed Terms (this MOU will help confirm Appendix 24 to Article 18 calculations). See attached.			
Licensing Review Pilot Project – Information Update and Impact to Bargaining Unit Staff	Employer and Union discussed the issue	Employer to review and respond	September 23, 2011.
Tracking of FXT Hours: Are hours being tracked as per Appendix 24 in all of MCYS or is per K. Saweck's email of August 2/09, per purposes of merit, competitions, and layoff.	The Union inquired as to whether or not total hours in respect to FXTs can be tracked	Employer will provide a response in 2 weeks	October 4, 2011.
Telework: Any current telework agreements in place. Would like to go to a standardized agreement.	A standardized template will be adopted as a go-forward basis	Remove from agenda	
Probation Pre-Transfer Inquiries	Regional Director has final authority with respect to pre-transfer inquiries	Remove from agenda	
Plans for Infrastructure Capacity for CPRI	The update was provided and has been shared with CPRI employees	Remove from agenda	
Social Networking Access	The matter is under review with Youth Justice Services		
MCYS CCW3s versus Education CCW4s	The employer is waiting for further information from MGS on this item and will provide update when available		As Available
CISM	Work continuing	Employer will provide update	Next MERC

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED	TIMEFRAME FOR ACTION
Budget Shortfall Plans? How much from each sector?	No Updates	No Updates	
Employee License Requests	The matter was discussed	Employer will review current policy/procedures with the view to introducing a standardized practice	Next MERC
Updates:			
ADSC	Work continues on the implementation of the Mediation program		
H & S	Next meeting is September 27, 2011		
HPP	Don Poynter provided a presentation on the memorandum of agreement for the Health and Productivity Program. The parties signed the agreement	Joint communication to be issued within 3 weeks. The parties will identify membership on the Community of Practice.	October 11, 2011
T & D	Terms of Reference signed	T & D Co-chairs will send out communication regarding the TOR	
Provincial Overtime	Discussed outstanding issues related to the protocol	Parties to follow up	
ASMPP	Presentation by Mark Dittenhoffer deferred to next MERC	The Union to send out invite	
Post Traumatic Stress Disorder Study		The parties will seek an update for next meeting	
New Business:			
Appendix 22 Recognition Fund – Support and Endorse those involved with HPP	Discussed the Appendix 22 within the Collective Agreement	Parties agreed to review the Appendix and discuss with CERC	
5% Reduction any Impact anticipated prior to March 31, 2012	The employer is unable to respond at this time and will seek direction from CERC		

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED	TIMEFRAME FOR ACTION
List of Vacancies (Current and those that were attributed to the recent downsizing)	The employer is unable to respond at this time and will seek direction from CERC		
Status of 1,500 cuts expected by 2014	The employer is unable to respond at this time and will seek direction from CERC		
Program Reviews (list of programs currently under review, status of review)	The Union requested that the employer provide any updates on current programs/service reviews being undertaken in the Ministry	The employer is unable to respond at this time and will seek direction from CERC	
Mental Health Funding and MCYS Implications	Discussed Mental Health funding announcement.	Employer to invite MCYS representative to provide more information on the initiative	
OPS Survey by Division (YJ, CPRI, Thistle town)	Employer indicates that the surveys broken by Division will be released shortly		
<p>Date of Next Meeting: Friday, December 09, 2011- Brampton Probation Office</p>			

G Caldwell
 OPSEU CHAIR

A Galloway
 MANAGEMENT CHAIR

20 Sept. 2011
 DATE SIGNED

20. Sept. 2011
 DATE SIGNED