

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/OPS Supervisor

DATE: January 21, 2011

**SUBJECT: Ministry of Children and Youth Services ERC
Minutes – January 19, 2011**

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

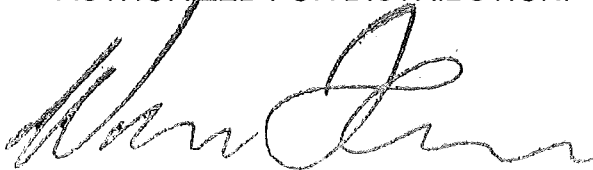
Please post or otherwise make them available to the members in your workplaces.

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



Ruth Hamilton
A/OPS Supervisor

/pb

att.

cc: MERC Chairs
Ministry ERC

**MINISTRY OF CHILDREN AND YOUTH SERVICES
 MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC)
 Wednesday, January 19th, 2011
 MCYS Corporate Office
 101 Bloor Street, Toronto ON**

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

For OPSEU
 Glenna Caldwell (Co-Chair) *
 Jack Hopkins
 Waltraud Knott
 Sandra Harper

Regrets: Kim Gallow, Tracey Williamson
Guests: Andrea Morley, Maud LaForge, Patricia Kwasnik

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED	TIMEFRAME FOR ACTION
<u>STANDING ITEMS:</u>			
MCYS Transformation Update: Child Welfare Children Mental Health Youth Justice Strategic Framework	Union requested that the strategic framework be shared as soon as available	Employer to respond	
<u>Business Arising for the Minutes:</u>			
Operational Review	As agreed in the previous minutes the Union requested that the Bluewater Operational Review be shared as soon as possible.	Employer to follow up	
Review of Recruitment duties	Presentation provided		
Student Policy	Policy is still under development and employer will	Employer to follow up	

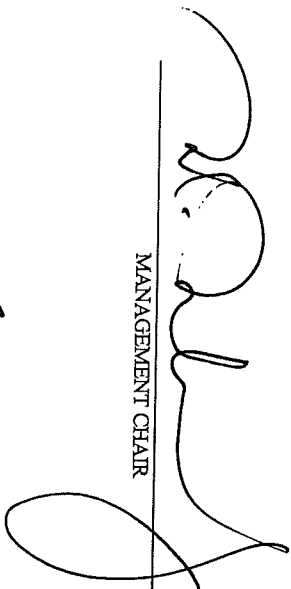
AGENDA ITEMS	DISCUSSION	ACTION REQUIRED	TIMEFRAME FOR ACTION
	share when available.		
Health Reassignment	Discussion on a number of issues and barriers regarding health reassignment. It was felt by the union that the process is slow.	Remove from agenda	
YSO Refresher Training	Update was not available	Employer to follow up. Defer to next MERC.	
Honour Guard	Union tabled a proposal to establish a ceremonial unit. Employer reported this issue is being reviewed.	Response will be provided once the review has been completed.	
Staff Action Plans	A new survey is expected to come out shortly. Item to be tabled once data is available.		
Activity List	<p>Union reported the WSIB information is not being shared at a few Local Health & Safety Tables. MERC members support the sharing of these lists on an on going basis.</p> <p>Union has shared the grievance list and is waiting for management's list.</p> <p>Fixed Term list will be provided as soon as possible.</p> <p>Retirement one time eligibility list will be provided as soon as possible.</p>		
Special Investigations	<p>Union interested in developing a joint protocol.</p> <p>Update was not available.</p>	Employer to follow up and provide update as soon as available	Next MERC
Health & Safety Committee Training	Union requested training be made available on how to be an effective committee. The ministry advised that at this time they will not be developing this training. Local committees are not prevented from arranging their own training.		
Ministry Diversity Initiative	Presentation provided on the mentoring program pilot. Union requested the number of OPSEU bargaining staff participating.	Employer to obtain and provide stats. MERC will schedule an update presentation when review of the program has been complete.	
Cross Ministry Agreement	Employer at this time is not interested in a cross ministry agreement.	Remove from agenda	
Hiring of OPS cleaners at YJ facilities	Union believes this has gone to arbitration.	Remove from agenda	
Temporary Agency Staff	Union has requested this information. Employer has	Remove from agenda	

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	indicated that they are not able to track this information. Union will continue to monitor the use of temporary agency workers. The union's position is that temporary agency staff should not be used at all. The employer's position is that use of temporary agency workers should not be used if possible.		
Updates:			
Anti Discrimination & Systematic Change	ADSC mapping survey will be coming out February 1, 2011. MERC encourages staff participation.		
Health & Safety	Meeting took place last week; minutes are available on the intranet.		
Health Productivity Program	Union is concerned that the work for RMYC has not been completed.		
Training & Development	Meeting took place two weeks ago, minutes available on the intranet.		
Provincial Overtime	Conference call to be arranged.		
Attendance Management Support Pilot Program for the Correctional Bargaining Unit	Awaiting 2010 stats		
Post Traumatic Stress Disorder Study	No update available		
New Business:			
YSO Vacancies	Union requesting update on the 3 YSO vacancies at Brookside Youth Centre.	Employer to review and respond	Next MERC
Ontario Correctional Services College Utilization	Union requesting update on the Ministry's plans for delivery of training and the use of the Ontario Correctional Services College.	Employer to review and respond	Next MERC
Laterals: Process Forms	Union identified concerns with the lateral transfer log, process and forms.	Both sides will bring forward to MGS for review and action.	
Job Trades	Union raised similar concerns as with the lateral transfers.		

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Extensions of the Appendix to the CERC MOA	Union retabled their request to extend the appendix to the CERC MOA in respect to job trades.	Employer will provide a response in regards to the extension of the CERC MOA.	
MERC Presentations to new employees	MERC presentations are occurring for graduating YSO classes. Union has tabled a draft presentation for Probation Officers.	The parties will finalize the Probation Officer presentation and begin to schedule presentations.	
Standing Items: Facility Administrators List Fixed Term Hours & Overtime hours	Union requested lists of total fixed term hours & overtime hours be provided at each MERC electronically & hard copy.	Employer will review and respond	Next MERC
Mental Health Select Parliamentary Report	Union raised concerns under parliamentary report and requested ministry's position during consultation. Union requested information about Ministry's direction as soon as it's available.	Ministry to follow up. This will be updated under standing items.	
Policy Gap Discrimination incidents youth to staff	Union reported a concern regarding discriminatory incidents by youth on staff and how they are managed.	Employer review and respond	As soon as possible
MOU regarding calculation of Article 18 continuous service date for fixed terms	Union tabled a proposed MOU to address CSD calculations for fixed term employees entering permanent positions.	Union finalize wording and forward to employee relations for response.	
Transfer of Early Learning from MCYS to Education	Union requesting update on this initiative.	Employer to review and respond	Next MERC
Crown Ward Review & Licensing Review Pilot Project	Union requested an update on this issue	Employer to advise whether there is a jurisdictional dispute and if not to provide an update.	As soon as possible
HR Services Standards	Union raised concerns regarding the changes in the HR delivery model (OSS) on a number of HR issues and how to resolve these issues i.e. retirement, leaves, maternity, etc.	Employer to investigate what processes in place to resolve these issues.	
Date of Next Meeting:	Tuesday, April 19 th , 2011 at Thistletown Tuesday, September 20 th , 2011 at RMYC/ Brampton Tuesday, December 13 th , 2011 at 5757 Coopers St		


OPSEU CHAIR

19 Jan. 2011
DATE SIGNED


MANAGEMENT CHAIR

19 Jan. 11
DATE SIGNED