

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

DATE: February 05, 2010

SUBJECT: **Ministry of Children and Youth Services ERC
Minutes – February 04, 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.).

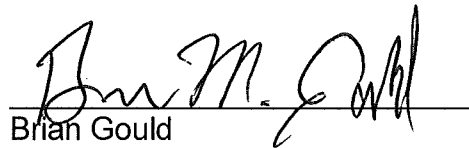
PLEASE NOTE: THESE MINISTRY MINUTES WERE PREPARED BY THE EMPLOYER.

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY



Warren (Smokey) Thomas
President



Brian Gould
OPS Supervisor

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att.

cc: MERC Chairs
Ministry ERC

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

Thursday, February 4th, 2010

MCYS Corporate Office

800 Bay Street, 6th Floor Toronto ON

For Management:

Kim Gallow (Co-Chair)

Pauline Barr

Brenda LeMoine

Doug Nesrallah,

For OPSEU

Glenna Caldwell (Co-Chair) *

Tony Cunningham

Stephen George

Waltraud Knott,

Regrets:

Guests: Andrea Aitchison

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED	TIMEFRAME FOR ACTION
<u>STANDING ITEMS:</u>			
MCYS Transformation Update	Child Welfare Children Mental Health Youth Justice Strategic Framework		
<u>Business Arising for the Minutes:</u>			
Staffing Review- RMYC	YSO Staffing Review is completed and Ministry to update on next steps Employer current priority will be finalization of the YSO staffing review The Union had requested other classifications at		

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Staffing review- Justice Ronald Lester	RMYC also be reviewed the employer indicated that the other classification reviews will be considered at a later date The employer indicated that there will not be a YSO staffing model review at the Ronald Lester Youth Centre		
Registered Practical Nurses	Employer is not considering this at this time	Remove from agenda	
MERC Attendance at Correctional Services College of Ontario	A joint MERC presentation is provided at the correctional officer basic training. Union and employer agreed that they would like to provide a similar joint presentation to the YSO students. The union will check to see if a presentation is done for the community	Presentation to be jointly developed Union will follow up	End of Feb. 2010
Diversity Strategy- speaker was to be invited	Employer presented an overview of activities currently being undertaken in the Ministry.	A more formal presentation will be undertaken at the next MERC meeting	May 20, 2010
Results Based Planning	Matter was discussed and the Ministry specific Results based Planning Briefing Book shared when available		
Attendance Support Management Pilot Project- presentation		Remove from agenda	
Secure Isolation Unit	Employer did consider and is not prepared to adopt the Bluewater secure isolation policy as the divisional provincial policy	Remove from agenda	
Overview and Presentation from Centre for Employee Health & Safety and Wellness	Matter discussed	Employer will invite the Centre for Employee Health & Safety and Wellness to the present at the Next MERC	
Review of Recruitment duties and responsibilities- employer to provide policy/ practice	Refer to New Business Item		
Student Policy	Policy development is being undertaken and will be shared when available		

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Curriculum Review	Information was shared	Employer to provide content when available	
Job specs	Discussion regarding methods of disclosure	Employer will follow up with HR contacts to ensure proper process are in place	
Transfer Payment Agencies and Youth OTIS Alerts	Youth OTIS alert screen allows Probation Officers to indicate where information came from and whether it was verified	Remove from agenda	
Ministry Plan for Transfer Payment Youth Facilities regarding closures	Employer indicated there are no plans	Remove from agenda	
Health Reassignment	Union has concerns that health reassignments may not be occurring The union is also concerned the Health Productivity Program (HPP) process is compromised by the employers inability to provide for health reassignments	Employer will arrange for two separate presentation; one for the ministry and one for the broader OPS Referred to HPP Steering Committee	Next MERC and following MERC
Telework Pilot Project	Issue resolved	Remove form agenda	
Updates			
Anti Discrimination and Systemic Change Committee	Table continues to meet and working on several initiatives		
Health & Safety Report	Co-chair from union side will now be Eric Thompson		
Training & Development (T&D) Committee	T&D committee tabled the learning opportunity questionnaire	Employer will review and will request the T&D committee to develop a roll out plan	
Health Productivity Program (HPP)	The parties are working on an overarching agreement		
HPRO	Employer indicated in principle they are supportive of the introduction of HPRO at all Youth Facilities	Employer will keep union apprised of time frames as they are determined	
Provincial Overtime Committee for Youth Facilities	No update		
Joint Attendance Strategy	Attendance targets were met and both parties want to		

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Implementation Committee (JASIC)	congratulate staff for meeting the 2% target The committee continues to meet and discussions regarding pay outs will be at the JASIC table		
Roll Overs	Discussions are on-going		
New Business:			
Single case management model survey	Union raised concerns with respect to this survey. Specific concerns include; staff feel they will be evaluated, the survey may compromise the interaction with the parent and youth as it is being completed on actives cases. Union recommends that these types of surveys be shared at MERC for input prior to implementation. Employer responded the purpose of the survey was to review the model and not individual staff's work and other concerns will be taken under advisement	Remove from agenda	
OPS Security Conference	Tabled with employer. The union has requested that two people from the MERC attend the conference	Employer to respond	Feb. 19 th , 2010
Volunteering Initiative and MCYS	Request by Union that MCYS participate in the community learning program which provides employees one day of a year	Employer will review and provide a response	By Next MERC
CPRI: Childcare Worker III to Childcare Worker IV as in Ministry of Education	Referral Process to MERC was not followed, item returned to LERC	Returned to LERC to amend minutes and that referral to MERC needs to be minuted Co-Chairs will send a memo regarding the MERC referral process to the LERC's and RERC's	By end of March
Action Plans for Ministry- OPS Survey	Staff Engagements sessions are complete	Update to be provided as soon as possible when available	
Critical information Exchange: active and non active orders- PO being asked to input data		Deferred to next MERC	
Transportation policy for	Union is requesting that the transportation policy for	Policy to be referred to Health & Safety	ASAP

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probation	probation be referred to the Health & safety Committee for review and input	Committee	
Crisis Emergency Response debriefing update	No update at this time		
Syl Aps	Syl Aps is a 30 bed secure detention custody facility for male youth 12-17 years of age at the time of their offence Currently there is no provincial resource for female at this time	Remove from agenda	
Cecil Facer- update on females	The employer advised that the females from Cecil Facer will be relocated to the Near North Youth Centre. The male youth from the Near North Youth Centre will be relocated to Cecil Facer. This change is part of the Youth Justice Transformation in its commitment to develop gender specific facilities. Employer indicated that there is no staffing impact. The union raised concerns regarding outsourcing and questions that corporate disclosure was not provided.	Employer will review concerns and provide a response.	February 26, 2010
Would like to know whenever MCYS employees retire	Union requested to be advised as employees retire	Employer will review and respond to the request	Next MERC
Vacancy Lists	Union is requesting the Ministry's true vacancy list Employer awaiting direction from CERC Union's understanding is its business as usual until a firm direction from CERC has been received. Union is receiving reports from other Ministries MERC tables.		
LTIP, open & closed, WSIB, VEO and surplus activity lists	Employer awaiting direction from CERC Union's understanding is its business as usual until a firm direction from CERC has been received. Union is receiving reports from other Ministries MERC		

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	tables.		
YSO REFRESHER Training	Union is requesting a five year plus YSO refresher training	Employer to review and respond	Next MERC
HONOUR GUARD	Union is asking the employer to consider a YJS honour guard	Employer to review and respond	Next MERC
Date of Next Meeting:	Thursday, May 20 th , 2010 31 Wellesley Street		



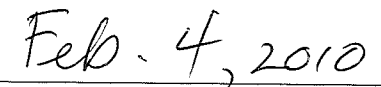
 OPSEU CHAIR



 MANAGEMENT CHAIR



 DATE SIGNED



 DATE SIGNED