

**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:** January 28, 2008

**SUBJECT:** **Ministry of Children and Youth Services ERC  
Minutes – January 23, 2008**

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

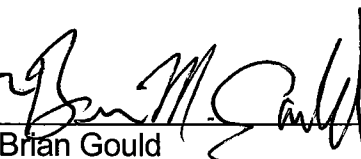
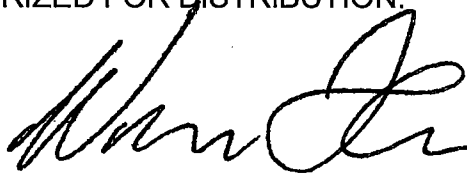
Please post or otherwise make them available to the members in your workplaces.

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

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att.

cc: MERC Chairs  
Ministry ERC

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

Date *Jan 23/08*  
Location *Thistletown Regional C*

**For Management:**

JoAnn Miller-Reid (Co-Chair)  
Kim Gallow  
Beth Bailey  
Brenda LeMoine

**For OPSEU**

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


**Regrets:** \_\_\_\_\_


\* Chair of the Meeting

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED
<b><u>STANDING ITEMS:</u></b>		
MCYS Transformation Update	Child Welfare-no update Children's Mental Health-no update Youth Justice-Cross ministry negotiations to start in February/March 2008.	
HR Transformation	Deferred to next meeting pending further information	Send information to Union as it becomes available.
Anti-Discrimination and Systemic Change Committee	Committee looking at wellness, mediation, conflict resolution training and orientation program. Looking to use uniform guidelines for different ministry projects.	Conflict resolution will be moved to Training and Development Committee (T&D) for CPRI, Thistletown Regional Centre and Probation.
Probation Safety & Security Working Group	Follow-up survey at Health and Safety table, training recommended as non-mandatory.	Report back on templates at next meeting. Follow-up survey to be distributed to Health and Safety Committee.
Training and Development Committee	Discussion of moving Interest Based Problem Solving (IBPS) to the Health and Productivity table for the Youth Centres.	Discussion at T&D Terms of Reference. Management to get further information. report back to co-chairs of the committee.
Unclassified Lists and true conversions within MCYS	Lists went out on Jan.14/08.	Conversions continue to occur as they

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED	TIMEFRAME FOR ACTION
Health and Safety Divisional Review System for YJSD	Discussion required to review the lifespan of parkas. Memo to be distributed regarding new uniform. Update on identification. Union formally requests that CPRJ/Thistle town Regional Centre be included in Health and Safety Committee.	Management to respond.	End of Jan/08 Next MERC.
Child and Youth Mental Health Policy	No update	Defer to next MERC	Next MERC.
Health and Productivity	On schedule to begin training at pilot site (Brookside Y.C.)-Interest Based Problem Solving, followed by Health and Productivity specific training.	Update at next MERC. Terms of Reference are being concluded to be signed off at MERC.	Next MERC.
<b><u>BRING FORWARD:</u></b>			
Management Representatives for Overtime Protocol	Representatives include Harry Bartz (co-chair), Claude St. Jean, and John Inglis for management. Union members to be announced.	Co-chairs to discuss first meeting date. Union to announce membership.	Feb. 1/08
Results Based Planning (RbP)	Management provided an update on the RbP for 07/08.		
Workplace Violence Prevention	Ministry is currently reviewing the program and will be soliciting input from the Union prior to implementation.		Report back next MERC, or when information comes available.
Brookside Youth Centre Retrofit	Ministry requested funds in 08/09 RbP for retrofit.		Next MERC or when information comes available.
Probation Accommodation	Management provided an update and will send list to the committee.		
MERC ERC Travel Memo	Memo distributed to the field on October 2, 2007. Union formally requests that Management to pay all Regional ERC costs.	Management to respond.	Next MERC.
Safety Boots	Management provided memo.	Clarification required from Paul Espey.	Next MERC.
List of WDHP advisors	List on website.	Refer to ADSC.	Next MERC.
Best Practices for MCYS-MERC	Finalized document sent out to committee.	Best Practices document to be sent out to RERC's and LERC's.	End of January 08.
Workload Vacancies	Management continues to monitor workload and	Update at next MERC.	

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED	TIMEFRAME FOR ACTION
	allocate and fill vacancies as required.		
Regional Boundary Alignment	Management reports there are no firm plans for structural realignments of current boundaries.	If this position changes, MERC to be notified.	
Rollovers	Discussion on rollovers, conference call, tentative dates set for discussion.	Discussions to be held.	Ongoing
Succession Planning	Ministry does not have a formal process at present. Union expressed concern about a lack of succession planning.	Thistle town management to share action plan related to OPS Engagement survey.	By next MERC.
<b>NEW BUSINESS:</b>			
Curriculum report/update	Report not yet complete.	Report to be shared with MERC.	Upon completion.
Schedule Change for CPRI (Child and Youth Workers) part-time staff	Union sees this as a violation of the collective agreement. Union is seeking management position on this issue.		End of February 08.
Same agenda items on the various sub-committees	MERC table should clarify which table deals with which issues.	MERC co-chairs to ensure links to other tables.	Ongoing.
Next Meeting Date	April 30, 2008		
Sign off of Minutes			

  
 Jack Hopkins  
 For the Union

  
 JoAnn Miller-Reid  
 For the Employer

January 23, 2008  
 Date Minutes signed off by Co-Chairs