

**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:** 20 July 2007

**SUBJECT:** **Ministry of Children and Youth Services  
ERC Minutes – May 3<sup>rd</sup> & 4<sup>th</sup>, 2007**

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

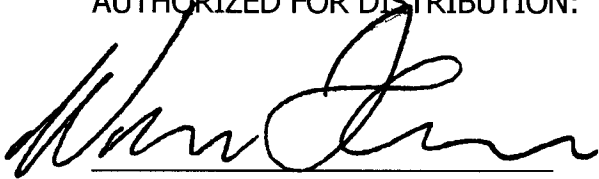
Please post or otherwise make them available to the members in your workplaces.

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.

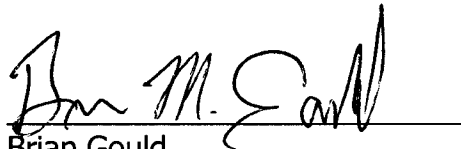
**PLEASE NOTE: THESE MINISTRY MINUTES WERE PREPARED BY THE EMPLOYER.**

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,



Warren (Smokey) Thomas  
President



Brian Gould  
OPS Supervisor/Negotiator

/gj  
att.

cc: MERC Chairs  
Ministry ERC

**MINISTRY OF CHILDREN AND YOUTH SERVICES  
 MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC)  
 May 3<sup>rd</sup> & 4<sup>th</sup>, 2007  
 Marriott Hotel, Toronto**

For Management:  
 JoAnn Miller-Reid (Co-Chair)  
 Kim Gallow  
 Jennifer Boyer

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

Regrets: Anne Stark

\* Chair of the Meeting

<b>AGENDA ITEMS</b>	<b>DISCUSSION</b>	<b>ACTION REQUIRED</b>	<b>TIMEFRAME FOR ACTION</b>
<b><u>STANDING ITEMS:</u></b>			
Review and sign-off of previous MCYS MERC minutes	July 2006 and January 2007 minutes finalized and signed off. November 2006 minutes outstanding.	Mgmt to recreate November 2006 MERC minutes.	
MCYS Transformation Updates	No updates on major initiatives within the Ministry of Children and Youth Services.	Mgmt will confirm if they are to continue the practise of presentations at MERC to receive updates on initiatives.	By July 2007 MERC Meeting
a) Developmental Services	Mgmt & OPSEU agreed to take this off of agenda. It will return if needed or if any impacts to MCYS.	Item to be removed from Transformation Update section of MERC agenda.	Immediate
b) Child Welfare	Presentation to occur on Bill 210.		Fall 2007
c) Children's Mental Health	No update on Child & Youth Mental Health Policy.		

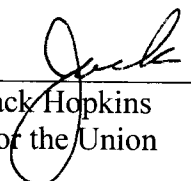
AGENDA ITEMS	DISCUSSION	ACTION REQUIRED	TIMEFRAME FOR ACTION
d) Youth Justice	Union requested update on Sault Ste. Marie (SSM) & Brampton Youth Centres. Mgmt stated that the staffing models have been approved. Also disclosure may occur soon for SSM.	Mgmt to coordinate disclosure discussion prior to next MERC meeting.	TBD
Human Resources Transformation	No status update.	Mgmt will share brief overview of milestones to date of this initiative.	By end of May 2007
Probation Safety & Security Working Group	<p>Standards/recommendations presented at January 2007 MERC meeting were presented to DMC for consideration. DMC approved standards with recommendation that a template and checklist to be developed for individual office plans.</p> <p>Training for diffusing hostile clients also supported by DMC.</p> <p>RNA training to capture those Youth Probation Officers that missed initial training. New employees will receive within their core training at Ontario Correctional Services College.</p>	<p>Bring back together Probation Safety &amp; Security Working Group to create documents for continuity purposes, with analyst support.</p> <p>Training for diffusing hostile clients assigned to Integration Branch, YJSD.</p>	
Training and Development Committee	<p>OPSEU suggested the following dates for the first meeting: July 19, 2007 or July 24-26, 2007.</p> <p>OPSEU members for the committee will be Jack Hopkins, Glenna Caldwell and Waltraud Knott</p>	<p>Mgmt to confirm their members, then confirm availability against OPSEU's available dates.</p> <p>Need to develop terms of reference – suggested to use respective article in collective agreement as template.</p>	
Unclassified Lists and True Conversions within MCYS		Mgmt to send regular reports via email to all OPSEU MERC members ASAP.	By mid-June 2007

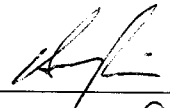


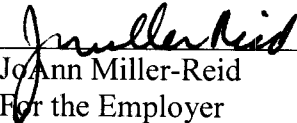
AGENDA ITEMS	DISCUSSION	ACTION REQUIRED	TIMEFRAME FOR ACTION
Anti- Discrimination and Systemic Change Committee	Committee is close to signing off on Terms of Reference. Tentative date of June 7, 2007 for initial committee meeting. Will be training for committee in September 2007. Both Mgmt & OPSEU have identified members for the committee.		
Health & Productivity	Mgmt & OPSEU agreed to add topic as a standing item.	Add topic to standing items.  Update to be provided.	Immediate  At July 2007 MERC Meeting
<b><u>BRING FORWARD:</u></b>			
Results Based Planning (RbP) Update	Mgmt informed OPSEU that MCYS did not receive salary and awards funding in their RbP.		
Cross-Ministry MERC Agreements	Mgmt committed to discussing the extension of these agreements at the next MERC meeting.	Discussions will continue between mgmt and OPSEU.	July 2007 MERC Meeting
Roll Over Conversions in Youth Centres	OPSEU would like to discuss next steps and start the next round/process of roll overs.  OPSEU requested follow up meeting to discuss the roll over conversion process.	Mgmt to provide overage summary to OPSEU.  Mgmt to provide analysis on overage absorption rate, as well as retirement projection for key occupational groups.  Teleconference of MERC members to be scheduled.	By May 11, 2007  By June 8, 2007  June 8, 2007
Detention Placement	OPSEU inquiring about criteria for detention placement.	Not able to discuss at this meeting – bring forward to next MERC meeting.	July 2007 MERC meeting

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED	TIMEFRAME FOR ACTION
<b><u>NEW BUSINESS:</u></b>			
New Mgmt Member for MCYS MERC	Mgmt informed OPSEU that Brenda LeMoine is replacing Anne Stark, as mgmt member.	Include Brenda LeMoine on all MCYS MERC distribution lists.	Immediate
CPRI Disclosure	OPSEU discussed the disclosure information provided to CPRI OPSEU representatives and MCYS MERC Co-chairs. OPSEU seeking clarification on purpose and scope of meeting scheduled for May 7, 2007, as well as participants. OPSEU noted that disclosure made already that successor rights would apply, but looking for clarification on how they will apply.	Mgmt to flag OPSEU's concerns and issues with senior mgmt involved with this issue.	Immediate
Formal Identification for YJSD staff	OPSEU inquiring as to when this will be available.  Mgmt stated that the Formal Identification did not pass the Visual Identity Unit list of criteria. Suggestion is to go with one of the options that does fit the criteria.		Anticipating official approval by Fall 2007.
Youth Justice Probation Services Workload Issues	Mgmt & OPSEU agreed to move this item to the respective RERCs.	Item to be moved to RERCs.	Immediate
ASP Threshold	Mgmt informed OPSEU of the 2007 ministry threshold for the Attendance Support Program (ASP) – remains at 11.5 days		
Safety Boots at CPRI	OPSEU informed mgmt that this issue is still not resolved regarding the cost and provider of steel-toed work boots. MCSS policy still being used, what is MCYS policy? Employees at CPRI would like to be reimbursed at real cost, as management requires this equipment for certain areas.	Mgmt to follow up on item and report back.	At July 2007 MERC meeting

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SIN# use at Thistle town	OPSEU raised concern of staff, who are positive paid, at Thistle town being asked to record SIN# on pay sheets. This issue has come to MERC because the LERC was unable to resolve. OPSEU has no issue with the use of just the Employee's WIN ID#.	Mgmt to follow up with regional HR that has Thistle town under their client portfolio.  OPSEU to provide mgmt with electronic copy of related documentation.	By July 2007 MERC meeting  ASAP
MCYS ERCs Travel Expenses, specifically YJS RERCs	Mgmt to determine origin of costs for RERC meeting attendees and bargaining unit.	Mgmt to communicate to respective RERCs the direction to be consistently applied across committees.	By July 2007 MERC meeting
2007 Ontario Public Service Employee Survey	Mgmt shared the MyOPS link that all MCYS staff can access to obtain information regarding the status and results of this OPS survey.		
Location of July 2007 MERC meeting	Mgmt & OPSEU agreed to look at moving the location of MERC meetings around the province in various MCYS locations.  Tentatively agreed to next meeting at Bluewater Youth Centre in Goderich.	Both parties to confirm if location is feasible. Mgmt to confirm boardroom availability and attendance for MERC at BWYC. Meeting to begin at 9am.	ASAP
Next Meeting Date	July 19, 2007 tentatively at Bluewater Youth Centre	See above actions on location of MERC meeting.	

  
 Jack Hopkins  
 For the Union

  
 July 19/07

  
 JoAnn Miller-Reid  
 For the Employer