

MEMORANDUM

OPSEU



SEFPO

Syndicat des Employé-e-s
de la Fonction Publique
de l'Ontario

TO: All Presidents with members in the Ministry of Children and Youth Services
All Stewards in the Ministry of Children and Youth Services

FROM: Terry Baxter, OPS Supervisor/Negotiator

DATE: February 22, 2006

SUBJECT: **Ministry of Children and Youth Services
ERC Minutes – September 27, 2005**

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.

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Terry Baxter
OPS Supervisor/Negotiator

Ministry of Children and Youth Services - MERC Minutes

Meeting Date: September 27th, 2005

Meeting Location: 800 Bay Street, Toronto

Present:	OPSEU	MCYS
	Jack Hopkins (Co-chair)	JoAnn Miller-Reid (Co-chair)*
	Waltraud Knott	Nicholas Sapp
	Glenna Caldwell	Wes Bell
	Stephen George	

*Chair for this meeting

Regrets: Anne Stark

1. Review of Secure Custody Transformation

MCYS indicated that Judith Wright is the new Deputy Minister for MCYS, and Gilbert Tayles is the acting Assistant Deputy Minister for the Youth Justice Division. A briefing will be prepared for the Deputy Minister on this matter.

MCYS indicated that Open Custody utilization has declined, and that only about 50% of open custody beds are in use. Consequently, a reduction of 226 open custody beds was announced on April 1st, 2005, to take effect in August of 2005.

MCYS stated that the integrated policy manual for the Youth Justice Service should be prepared by November of 2005. Until then, the former policies will remain in place. MCYS goal is to have the stand-alone Youth Facilities in compliance with the *Child and Family Services Act (CFSA)* by April 1st, 2006. The shared Youth/Adult facilities are exempt from compliance until 2009.

The Use of Force policy will have to be in compliance with the *CFSA*. The Use of Force Working Group will address this situation. The Working Group will look at the best practices in the industry, and will also review the profile of youth in YJS, to assess the effectiveness of the *Youth Criminal Justice Act (YCJA)*.

2. Status of Sault Ste. Marie Facility

MCYS addressed the announcement of the new Sault Ste. Marie Youth facility, indicating that no decision had been made on whether or not it would be publicly run.

3. IT Review Update

MCYS updated OPSEU on the status of the IT review. The review was ongoing across the entire OPS, with the goal of creating a standard IT structure. The final model has not been released.

4. Status of Probation Offices

MCYS addressed the status of the relocation program for the Probation Offices. The relocation plan will be a three year affair. The first year of the plan has not yet been finalized.

5. Probation Office Issues

OPSEU raised concerns with respect to expense repayments, and the use of personal vehicles for work. Employees were finding that there were delays in the repayment of personal expenses. Employees also expressed concern with respect to personal liability should they use their own vehicles for work.

MCYS stated that it has been recognized that more financial support in the regions should speed re-imbursement. The introduction of IFIS should result in a five to eight day turnaround time.

MCYS further indicated that employees may rent cars, as necessary, and that the Ministry was attempting to acquire more government-owned vehicles. It was further stated that mileage issues had been raised with MGS.

6. Workload Issues: PO's doing OAG work

OPSEU indicated that there appeared to be some instances in Probation Offices where Probation Officers are performing OAG work, particularly where the OAG is only part time.

Action: MCYS indicated that they would examine the issue, and respond at the next meeting.

7. Workload Issues: Discrepancies in Workload

OPSEU indicated there appeared to be some discrepancies between workload—as much as 20 to 45 cases—within the same office.

MCYS responded that this was a local issue, and employees should raise workload problems with their managers. In addition, it is expected that some offices—for example, the Northern Region offices—would have lower caseloads. Managers should attempt to balance case loads within each office.

Action: MCYS agreed to follow up on this item at the next meeting.

8. Vacancies in MCYS

OPSEU requested a clarification on whether or not vacancies in MCYS would be posted for competition or filled through the lateral transfer process.

MCYS responded that there is no Corporate policy on the filling of vacancies. Local management usually decides on the best manner of filling vacancies. Closed competitions may be more appropriate where there is interest within an office for a position.

9. Conversions Roll-over

OPSEU requested extensive information relating to unclassified employees, using the Budget Allocation Model (BAM) used in MCSCS. This information will be useful to OPSEU during the MCYS unclassified roll-over exercise and the Conversion Subcommittee. The information requested included:

- Names of Unclassified Employees by worksite;
- Start dates, classification, and current contract start and end dates;
- List of Unclassified Employees close to their conversion date;
- Where employees are working convertible hours, who they are backfilling and why;
- Where multiple employees are backfilling, who they are backfilling and why;
- Total number of convertible hours for the last two years;
- Total number of convertible hours tracked monthly;
- List of upcoming retirements;
- Anything else deemed relevant.

Action: MCYS indicated they would take this request under advisement, and would need to place this request with the Regions.

MCYS agreed to place a priority on information from the Invictus Youth Centre.

10. MERC Subcommittees and Working Groups

MCYS addressed the issue of MERC Subcommittee and Working group membership. OPSEU has expressed a desire to have MCSCS employees sit on MCYS Subcommittees.

MCYS indicated that the Employer's view was that membership on MCYS Working Groups and Subcommittees must consist of MCYS employees. MCSCS employees may be invited as experts but not as members.

OPSEU is of the position that Health and Safety items should go to the MCSCS Health and Safety Committee, including issues from CPRI and Thistletown. This would result in a Province-wide, cross-Ministry Committee.

OPSEU requested information on whether or not a suggestion has been made for a Ministerial order to consolidate the Health and Safety Committees of MCYS, as had happened in MCSCS.

Action: OPSEU will follow up.

11. Successor Rights

OPSEU indicated that they would like to have successor rights reinstated for OPSEU represented OPS employees, and would like the Ministry to advocate on their behalf, and this would be a standing MERC item.

11. Successor Rights continued

Action: MCYS will respond to OPSEU.

12. Training and Development


MCYS indicated that there should be an MCYS Training and Development Committee as required under the new Collective Agreement. MCYS requires some clarification with respect to membership.

13. Future Meeting Dates

Next Meeting date: November 15th, 2005.

APPROVED:

DATE: JAN. 16 / 06



OPSEU Co-chair
Jack Hopkins



MCYS Co-chair
JoAnn Miller-Reid