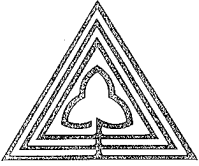


MEMORANDUM

OPSEU



SEFPO

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

TO: All Presidents with members in the Ministry of Community Safety & Correctional Services

All Stewards in the Ministry of Community Safety & Correctional Services

FROM: Terry Baxter, OPS Supervisor/Negotiator

DATE: August 8, 2006

SUBJECT: **Ministry of Community Safety & Correctional Services ERC Minutes – August 10, 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.

AUTHORIZED FOR DISTRIBUTION:

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Ministry ERC

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1-800-663-1070

MINISTRY EMPLOYEE RELATIONS COMMITTEE MEETING

Wednesday, August 10, 2005

Bell Cairn Staff Development Centre

FOR THE MINISTRY

Mr. Mickey Stephenson, (Co-Chair)
Mr. Nic Antoncic
Ms. Kathryn Biondi
Ms. Christina Danylichenko
Mr. Paul Fleury
Mr. Barry Thomas

FOR THE UNION

Mr. Barry Scanlon, (Co-Chair)
Mr. Dave Graves
Mr. Gord Longhi
Mr. Len Mason
Ms. Sandra Harper

GUESTS

Mr. Mark Dittenhoffer
Ms. Sherree Cybulski
Ms. Kathryn Biondi

	Item	Discussion	Resolved/Action
New Agenda Items			
1.	Probation and Parole Positions - Why not offered internally? What about seniority? (Appendix 24)	Union proposing similar rollover process for Probation & Parole Officers as currently practiced with unclassified Correctional Officers.	Management and Union to begin discussions to address this issue.
2.	RPM Strategy – Schedule parameters, Implementation	Update provided to the Union – project ongoing.	Bring forward item.
3.	Pay increases – When will pay rates increase?	Mark Dittenhoffer noted that the Centre For Leadership is currently working on the new salary grid and timetable for payment to employees.	No further action.
4.	Seniority and roll-overs in P&P Officers - Discussion	See #1 above.	
5.	Institutional Unclassified Correctional Officer issues – MERC sub-committee discussion	Union raised this issue and are concerned about consistency about the distribution of hours for unclassified Correctional Officers. This issue was previously managed at the MERC negotiating committee level with Bryan Ross, from the Recruitment Unit.	Unclassified Correctional Officer Recruitment Committee to be established to monitor this initiative.

	Item	Discussion	Resolved/Action
6.	Prevention through intervention Project - Discussion	Union presented a Proposal to management to undertake a pilot project to improve the physical, psychological, health and wellness of ministry employees. According to the Union, the pilot project would be associated with resources from the McMaster University Health Centre, with funding provided by the Canadian Mental Health Association. The focus of the project would be to address improved health and wellness within the workplace, which would hopefully have an impact on the attendance/absenteeism issue.	Management agreed to bring this issue to the Executive Committee for consideration.
7.	Legal Indemnification Article: Please provide us with OPP Policy	Union referenced the current OPP legal indemnification policy as a template for Corrections.	Manager of Employee Relations to follow-up with Corporate Policy.
8.	Training and Development – MERC Subcommittee	<p>Mark Dittenhoffer spoke to this issue and indicated that the Agreement for a Training and Development Subcommittee was part of recent negotiations, Appendix 8, which states the following:</p> <p><i>"The parties agree that a joint subcommittee of the MERC will be established to examine issues related to the Training and Development as they apply to the Correctional Bargaining Unit.</i></p> <p><i>The mandate of the subcommittee will include:</i></p> <ul style="list-style-type: none"> • <i>Reviewing the structure or development of internal training programs and special project training assignments;</i> • <i>Investigating professional development opportunities</i> <p><i>The subcommittee shall be comprised of equal numbers of Union and employer representatives and shall be activated within 90 days of the signing of this Agreement. Four union representatives will be from the Correctional Bargaining Unit.</i></p> <p><i>It is understood that time off, and compensation for subcommittee members will be dealt with in accordance with the usual practice adopted by MERC for such matters".</i></p>	Union and management to provide Committee representatives before the next MERC meeting, and schedule a start-up meeting. Management advise that Kathryn Biondi, Director, Staff Training & Development, will be a member of this subcommittee.

	Item	Discussion	Resolved/Action
9.	Other issues OPERB	Union requested update.	Management to provide update for next MERC committee meeting.
10.	Accommodation	Union raised, for discussion purposes, accommodation related issues, such as illness and attendance, employees with disability, and the manner in which the employer is managing these issues. Union is suggestion a review of Human Resources policy relating to accommodation principles.	
11.	PPO Workload Subcommittee	Union request that this Committee reconvene.	Management and Union to schedule a meeting date.
12.	Checklist for Assaults on Staff	Union suggested management develop a reportback process for the MERC table on staff assaults.	Item referred to Manager, Employee Relations.
13.	Disclosure Electronic Supervision Program	Sherree Cybulski, Electronic Supervision Coordinator, attended meeting and provided an overview of the Electronic Supervision Program. Ms Cybulski advised when the program was going to expand across the province provided locations of the ESRO positions, and agreed to work with the Union to reach an agreement on the assignment of staff of the ESRO positions.	Ms Cybulski to hold further meeting with the Union to sign Memorandum of Agreement regarding staff assignments.

12. Next Joint Meeting:

- Location to be determined

FOR THE UNION

FOR MANAGEMENT

Aug. 3/2006
Date

August 3/06
Date