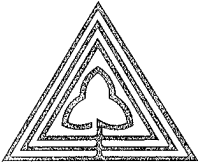


Ontario Public Service  
Employees Union

**OPSEU**



**SEFPO**

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

**MEMORANDUM**

**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 – December 15, 2005**

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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:

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Leah Casselman  
President

/jm  
att.

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Terry Baxter  
OPS Supervisor/Negotiator

cc: MERC Chairs  
Ministry ERC

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**MINISTRY EMPLOYEE RELATIONS COMMITTEE MEETING**

**Thursday, December 15, 2005**

**OPSEU Office Whitby, Ontario**

**FOR THE MINISTRY**

Mr. Mickey Stephenson, (Co-Chair)  
 Mr. Nic Antonic  
 Ms. Anna Fernandes  
 Mr. Paul Fleury  
 Mr. Barry Thomas

**FOR THE UNION**

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

	Item	Discussion	Resolved/Action
<b>New Agenda Items</b>			
1.	<b>Terms of Reference for Unclassified subcommittee and for Training and Development subcommittee</b>	Terms of Reference for sub-committees to be reviewed at first sub-committee meetings. Union advised of following Training & Development sub-committee members: Barry Scanlon, Len Mason, Dave Graves, Sandra Harper, Gord Longhi. Management members on sub-committee include: Katherine Biondi (Management co-chair), Kathy Manners, David Hatt, two other committee members to be included, unclassified Union Member on sub-committee is Moria Cowin.	Co-chair, Mr. Stephenson to update AIS and ACC, ADM's.
2.	<b>Hamilton-Wentworth DC posting for "Youth" positions</b>	Union indicated posted position does not meet with intent of MERC agreements or comply with Collective Agreement	Co-chair Mr. Stephenson to review opportunity bulletin with MCYS RD Wes Bell.
3.	<b>Update on RPM schedules and rollovers and laterals.</b>	Issue from the Union is that the process is flawed. It is not the negotiation of the schedules but implementation that is the issue. Taking a long time and Union is not being given names of rollovers, laterals, etc. People are calling union for answers. Previously centrally addressed and collaborative responses provided.	Management (Nick Antonic) will address specific RPM issues with Director of HR Manager of HR.

	Item	Discussion	Resolved/Action
4.	Transition update – What happened to same surplus date for Invictus and Mimico prior to September 30, 2005	Do we have a "new" common surplus date for Mimico and Invictus?	Management advised Common Surplus Date for Mimico and Invictus not yet been confirmed.
5	Non-CO rollovers – Why is employer signing off grievances for conversion with individuals in violation of our union policy grievance?	Union indicated that there is "arbitrary" conversion of staff at stage 2 and 3 without local involvement. Done by HR and not input from anyone at the local. Symptomatic of the HR "disconnect" and lack of collaboration with union on decision that impact on their representatives. E.g. Hours calculated and staff told without any discussion with local personnel.	Management will refer the issue to Director of HR.
6.	Dental Assistant layoff	Dental Assistant in Central Region Facility laid off without union involvement. No one to provide information or point person in HR to address issues. Who is dealing with these issues?	Doreen Fotia is now addressing this issue with Union.
7.	Minutes of MERC meetings	Need a full time Minute taker. Better process required for timely minutes.	All in agreement.  Gail Pellow from western region office, ACC to take minutes for future MERC meetings.
8.	Probation and Parole rollovers-	Union stated that P/P rollover activity should be similar to the Institutional template, most senior within 40 km. catchment area not office by office.	Paul Fluery to report back next MERC meeting.
9.	Unclassified suspensions without pay. Why is the employer taking this punitive action?	Union contends that this practice of "suspension without pay" is punitive and contrary to past practice. Investigation taking too long to complete falsely accused have to grieve. Not good labour relations, makes things worse.	Management clarified that the practice for unclassified who are "suspended" is to pay them for their "scheduled" shifts. All discipline cases in general are managed on a case-by-case basis.
10.	Grievance system is broken. We have suggestion on how to fix it including proposal to deal with dismissals in a timely manner .	Union advises there are 4000-5000 grievances in the system. Outstanding Grievances are not being dealt with in a timely fashion given existing processes/procedures. Union indicated they will discuss with new deputy-minister and suggest solutions, such as more mediation/arbitration. Union indicated the current situation is a major liability for both parties if outstanding grievances are not managed in a timely fashion.	Union advised this item is for Information only.
11.	Probation and Parole Audit Project.	Union stated that "colleagues auditing colleagues" causing morale problems. Union suggesting putting Acting AM in charge of office and let f/t manager do audits or having a full	Management clarified that the annual review process is an accountability process where the reviewer identifies for the f/t manager all areas of the PPO's work. The f/t manager does the

	Item	Discussion	Resolved/Action
		time audit team.	analysis and synthesis of the information. The Acting AM does the fact-finding.
12	Northern Region Lateral Transfer Letter		Paul Fleury to address with Jim Adams, ACC RD North
13.	CNCC Issues: Policy required to Address how Ministry Staff are dealt with in private facilities		Management co-chair to address with ADM, ACC and Mr. B Low. ASD.
14.	Meeting dates 2006: Feb 14, April 18, June 20, August 22, October 24, and Dec 19, 2006. Location TBA.		
15.	Directive – Criminal Court Activity	Mike Simpson, ADM, ACC, has released the Directive	
16.	Parole Divestment	Divestment still on table	
17.	Badges and Peace Officer Status	No further update	

*MS*

Next Joint Meeting:

– Location to be determined

*David Shaw*  
FOR THE UNION

*Michael Stephenson*  
FOR MANAGEMENT

*Aug. 3/2006*  
DATE

*August 3, 2006*  
DATE