

MEMORANDUM

ario Public Service
Employees Union

OPSEU



SEFPO

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

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

FROM: Terry Baxter, OPS Supervisor/Negotiator

DATE: October 18, 2004

SUBJECT: **Ministry of Community and Social Services – Children and Youth Services**
ERC Minutes – August 10, 2004

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 our 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.

cc: MERC Chairs
Ministry ERC

Terry Baxter
OPS Supervisor/Negotiator

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

August 10, 2004 11:30 a.m. to 2:30 p.m.

In attendance:

Colette Kent (Chair)	Roxanne Barnes
Ernie Nelson	Stephen George
Barbara Nawrocki (for Sharon van Son)	Dave Chew
Anne Stark (via teleconference)	Ron Strong

Secretary: Kristina Uffe
Regrets: Sharon van Son

Standing Items

1. Review of April and June Minutes

The April and June Minutes were approved and signed.

2. Review of I & IT Update

Management advised that the MERC team will be provided with a presentation regarding the I&IT Review at the October meeting. The presentation will be approximately 45 minutes in length.

3. SIN Numbers

Management advised that a representative from the FIPPA unit would attend the next MERC meeting to provide more information on this issue.

Bring Forward Items

4. FRO Workload Subcommittee

FRO Management advised that both the committee co-chairs were consulted and they agreed that the list of three items as presented at the last MERC was complete. The co-chairs of the committee confirmed this in writing to Sharon van Son. The OPSEU representative who also sits on the committee still believes that this list is incomplete.

Management suggested that the MERC team speak directly with the Union co-chair to clarify the Union's position. The Union committed to speaking with the Union co-chair of the FRO workload subcommittee.

The parties agreed that a second review of the suggestions raised at the committee can occur once a final list of suggestions has been created.

5. WIN/SDMT Security

Management provided a response to concerns raised by the Union in the February meeting.

Management had consulted with the I & IT cluster with regards to the concerns raised by the Union. The Union was advised that any IT implementation has a certain degree of risks. Safeguards have been put in place to ensure that the risk is minimized. Management reviewed a number of procedures that have been put in place to minimize this risk.

The Union requested that a representative from the IT cluster attend the meeting to address the Union's concerns.

Action: Management will invite someone from I & IT to attend the next meeting.

6. FRO Email Addresses

Management advised that funding has been allocated and the FRO employees will be moved to the CSS domain. The process will begin soon.

The Union requested that this issue become a standing item so that updates as to status can be provided; Management agreed.

7. Staff Rotation at ODSP

At the last meeting the parties had agreed that the issue should be brought to the ODSP subcommittee.

In the time since the last meeting the Union has changed its position and feels that the issue should stay at MERC table. The Union feels that because the issue is a referral from a LERC it should not be forwarded to the ODSP subcommittee.

Management feels that the parties never determined that a referral from a LERC could not be forwarded to the subcommittee.

Management feels that this issue would be more effectively dealt with at the ODSP subcommittee because they have the specific knowledge and involvement with the program area.

Union suggested that someone from the Social Assistance and Municipal Operations (SAMO) Branch attend MERC to address the issue.

Management requested that the Union provide details on why the rotation of staff was important, in light of the fact that there are some employees who do not wish to rotate. The Union feels that

where employees are not rotating they are not keeping their skill sets up to date, which disadvantages both the employee and the employer in the long run.

Action: Management will follow-up on the union's suggestion that someone from SAMO attend the next meeting.

8. Policy Re: Credentials Appearing on Business Cards

Action: The Union will provide Management with a list of positions for review.

9. Ministers attending MERC

Management advised that the social invitation summary process has been initiated.

The parties agreed that they would turn their minds to the agenda items for the October meeting.

10. OPS Ideas Campaign

Management provided a handout, which summarized the ideas, related to MCSS. 137 ideas were brought forth for review. The bulk of the ideas are related to ODSP and Ontario Works. Management reviewed the document and some of the ideas with the Union.

Union asked whether Management would like some feedback on the ideas that the Ministry is considering. Management indicated that comments were welcome.

New Business

11. Results Based Initiative, MCSS & Planned Initiatives for MCYS

Management advised that updates have been provided as initiatives are disclosed. With respect to MCYS, the results-based plan is somewhat different than other Ministries. There isn't anything new in this plan, it simply re-states what has already been disclosed.

The Union inquired into plans to close children's facilities. Management stated that is no new information regarding closures at this time.

The Union stated that the MCYS website states that the business plan has been completed and shared with stakeholders.

Action: Management will look into this.

12. Peterborough Offices During State of Emergency

Diane Scoffield provided an update regarding the Peterborough offices during the state of emergency, which was declared on July 15th. MBS provided direction that those employees who

were unable to attend work as a result of this situation would receive regular pay. \$5 million dollars was provided under the Ontario Disaster Relief Assistance Program.

One Peterborough local office was closed for one day. The employees at this location will be paid for the day that the office was closed. Three staff members in the Peterborough office were severely affected by the flooding. Management has committed to being flexible with these employees.

The state of emergency was lifted on July 29th.

13. Woodstock Innovative Video Conferencing Project

The Union advised that Premier McGuinty had announced that positive change was being implemented for people with disabilities. This project is supposed to provide better access to services for persons with disabilities.

Management from CPRI had heard about a teleconferencing initiative but would need to do more research to provide details on how it would improve service to persons with disabilities.

The Union was specifically interested in what the project entails, whether a review of the pilot project has been done or is planned.

Action: Management will provide more information at the next meeting (Anne Stark).

14. FRO Surplussing

The Union received information from a manager that there would be some employees declared surplus at FRO. Management clarified that the manager had provided incorrect information and that at this time no surpluses had been approved.

Management agreed to provide more information if and when it arises.

15. Costing of Residents in Facilities vs. Community Living

Union would like an estimate of the cost for each type of living arrangement.

Action: Management will follow-up with developmental services to determine what can be provided.

16. Closing of Facilities – LERC Referral

Management advised that there is no more information on this issue at this time.

The Union expressed frustration with the lack of response from the Minister to the letter sent by Leah Cassleman, OPSEU president. The Union also expressed frustration at the lack of information at the MERC table.

17. MCYS Update

Management advised that the recruitment for directors in MCYS has begun.

The Union inquired as to whether Management expects the closure of children's justice facilities with the new super-jail.

Management advised that they are not aware of any closures at this time. Where there are adult and youth co-located they may be moved; this has not yet been determined.

The Union asked whether correctional officers will be reclassified. Management advised that where there are stand-alone facilities (entirely youth) they would be reclassified. However, correctional officers in co-located facilities will not. The Union raised concerns over issues related to bumping between adult and youth facilities.

Management advised that the MCYS employees would most likely be transferred in WIN by October.

18. Make-up of the Children and Youth Services MERC

The Union wished to reiterate that the reluctance of MBS to enter into agreements would create bad feelings at the corporate, ministry and workplace level.

The Union asked whether MCSS Management had provided dates to MBS for meeting. Management advised that meeting dates had been provided.

The Union advised that they wish to proceed, if MBS wishes to join the discussions, they may attend, but the committee should proceed.

The Union advised that a LERC had been elected for MCYS in the Northern Region. Management advised that an election needs to take place in each area and LERCs need to be established. Until such time it is difficult to create a MERC for MCYS. The Union believes that there should be representation at a MERC table if employees are moved to MCYS in September.

Next Meeting:

Date: October 5th, 2004

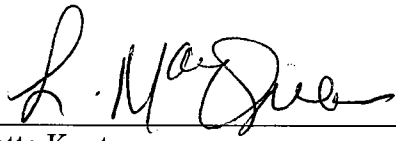
Place: 24th Floor Boardroom, 2 Bloor Street West

Time: 8:30am to 2:30pm

Ministry of Community and Social Services

Ministry of Children and Youth Services

MERC Minutes of August 10th, 2004 approved on October 7, 2004 by:



Colette Kent
Co-Chair, MERC
Human Resource Branch



Roxanne Barnes
Co-Chair, MERC
OPSEU



FOR MERC ACTION

Strategic Action from Local Employee Relations Committee
(to be used when an issue is not resolved at LERC table)

Ministry:

Workplace Location:

Local #:

Please use a Separate Form for Each Unresolved issue.

- ✓ Please include the specific details about the issue.
- ✓ Provide any documentation that may assist the discussion at your Ministry Employee Relations Committee (MERC).

Is the issue related to (please ✓):

- | | |
|---|--|
| <input type="checkbox"/> Job Security and Article 20 | <input type="checkbox"/> Reasonable Efforts - Divestment |
| <input type="checkbox"/> Employer's Corporate Initiative and work re-organization | |
| <input type="checkbox"/> Enforcing the Contract | <input type="checkbox"/> Contract Interpretation |
| <input type="checkbox"/> Health and Safety | |
| <input type="checkbox"/> Other: (please identify) | |

Statement of the Issue:

The Resolution sought by your Local Employee Relations Committee (LERC):

Date Issue was declared unresolved by your LERC:

Is the Relevant material attached? Yes No

LERC Minutes dated:

Correspondence. Please list:

Local ERC Member Contact

Name:

Home #:

Address:

Work #:

**FORWARD to: OPSEU Job Security Unit, 100 Lesmill, Toronto, Ontario M3B 2P8
Fax: (416)448-7462**

