

MEMORANDUM

TO: All Presidents with members in the Ministry of Community & Social Services
All Stewards in the Ministry of Community & Social Services

FROM: Brian Gould, OPS Supervisor

DATE: December 16, 2009

SUBJECT: **Ministry of Community & Social Services
ERC Minutes – September 29, 2009**

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

/kg
att.

cc: MERC Chairs
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**“CONFIDENTIAL TO LABOUR RELATIONS”
FINAL MINUTES**

1.0 Business Arising

- Management informed the Subcommittee that Susan Waring would be the Acting Chair for the meeting as Maxine Daley was on leave.
- Susan Pettersone was introduced to the Subcommittee as the new Acting Manager of the Operations Support Unit, Social Assistance and Municipal Operations (SAMO) Branch.
- Round table introductions were provided.

1.1 Review of Minutes/Action Items

- Meeting minutes for July 2009 were reviewed and approved.
 - Review of the meeting minutes for August 2009 was postponed until the October meeting.
- Employee Relations Committee (ERC) Training***
- Management provided an update on Employee Relations Committee (ERC) Training for the Subcommittee.
 - Management indicated that there is only one ministry staff person who is trained to facilitate the previous ministry delivered ERC training and that the individual has been occupied with the ODSP Modernization project.
 - Management approached the Ministry of Government Services about obtaining a resource to facilitate the training however they are presently occupied with training for the Ministry of Children and Youth Services.
 - Management indicated that they would like to keep the previously proposed November 2009 training date open and will look into whether the ministry's resource could be made available for that date. Would also need a co-presenter from the Union side.
 - The Union suggested that the Pam Smith be contacted as a potential Union co-presenter.
 - The Union also indicated that they had approached CERC regarding obtaining an exception in order to be allowed to participate in the ministry training session, which had been approved.

Vacancy Management

- The Union confirmed that an elaboration of their concerns regarding vacancy management had been provided to Management
- The Union confirmed that this is a long standing issue that is bigger than Modernization.
- Management confirmed that the issue would be taken to Operations Division Management Committee (ODMC), and committed to providing a report back.
- **Action – Management to discuss the vacancy management issue with ODMC and provide a report back to the Subcommittee.**

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1.2 October 20, 2009 Meeting – Assistant Deputy Minister (ADM) Attendance

- Management informed the Subcommittee that Alex Bezzina, Assistant Deputy Minister (ADM), Operations Division, had accepted an invitation to the October 20, 2009 meeting.

1.3 Implementing Criteria to Review ODSP Applications with Addictions

- Management provided an overview of the implementation of criteria to review ODSP applications with addictions.
- In April 2009 the Ontario Divisional Court released its decision that the addiction exclusion provision of the ODSP Act is inconsistent with the Ontario Human Rights Code.
- Although the ministry is appealing the decision it will respect the Court's decision pending the results of the appeal.
- Effective September 28, 2009, the ministry began to adjudicate applications involving an addiction where the applicant could not otherwise be found to be a person with a disability based on another condition.
- The Union questioned if they would be notified in advance of cases that were to be terminated from ODSP in the event that the ministry was successful in its appeal.
- Management confirmed that there would be notification to the local offices of affected cases in the event that the ministry was successful in its appeal.
- The Union asked if overpayments would be created in the event of a successful appeal and if clients would be expected to repay the social assistance they received while the appeal is in process.
- Management confirmed that overpayments would not be created as a result of a successful appeal, but that clients would still be required to repay any overpayments which are created for any other reason (e.g. unreported income).
- The Union asked if there were any indications of the number of new cases local offices or the DAU were expected to see.
- Management confirmed that there are no mechanisms in place to accurately forecast how many applications could be expected or how many would result in a determination of “person with a disability.”
- However, Management confirmed that the number of addiction related applications would be closely monitored.
- The Union also questioned if additional staffing would be planned in the event that the volume of cases was significant.
- Management indicated that this issue had been considered and that the number of addiction related applications would be closely monitored.
- The Union requested a follow-up on the number of addiction related applications for the December meeting.
- The Union asked if additional training would be provided for local office staff in supporting clients with addictions.

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- Management indicated that no additional training was planned and that staff currently assist clients with addictions who also have other conditions.
- **Action – Management to provide an update on the number of addictions related applications at the December 8, 2009 meeting.**

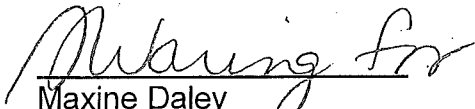
2.0 New Business

2.1 ODSP Modernization

- An in camera discussion on ODSP Modernization was held.

3.0 Meeting Adjourned

Approved on December 8, 2009 by:


Maxine Daley
Management Co-Chair


Stuart McInnes
OPSEU Co-Chair