

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 & Social Services
All Stewards in the Ministry of Community & Social Services

FROM: Terry Baxter, OPS Supervisor/Negotiator

DATE: December 21, 2005

SUBJECT: **Ministry of Community & Social Services
ERC Minutes – June 7, 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:

IN SOLIDARITY,

100 Lesmill Road,
Toronto, Ontario
M3B 3P8

e-mail: opseu@opseu.org
www.opseu.org

100 chemin Lesmill,
Toronto, Ontario
M3B 3P8

courrier électronique
opseu@opseu.org
www.opseu.org

Tel: (416) 443-8888
Fax: (416) 443-9670

Ontario:

Toll free: 1-800-268-7376

TDD:

(416) 443-9898

or

1-800-663-1070

Leah Casselman
President

/jm
att.

cc: MERC Chairs
Ministry ERC

Terry Baxter
OPS Supervisor/Negotiator

June 7, 2005

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

June 7, 2005, 10:30 a.m. to 2:30 p.m.

In attendance:

Management

Linda MacQueen (Chair)
John Wilson
Rebecca Graham (Secretary)

OPSEU

Roxanne Barnes
Liz Daubney
Ron Strong

Guests

Barbara Nwaroki *for Sharon van Son*
Ruth Galinis (Job Security Officer, OPSEU) *for Stephen George*

****NOTE:** OPSEU indicated that it could only discuss issues surrounding the three Developmental Services Facilities, as directed by their bargaining team. OPSEU would take any other information submitted by the Employer and provide a response once collective agreement negotiations had been completed

1. Review of Minutes

OPSEU provided amendments to the April MERC Minutes. December and February minutes to be signed at the August meeting.

2. Developmental Services Questions

OPSEU expressed concern on holding off discussions around Employment Stability until contract negotiations were over.

Management indicated that at this time the employer will not support agreements made outside of the terms and conditions of the collective agreement

OPSEU inquired if OPEN competitions were allowed to have geographic restrictions

OPS Policy and Ministry policy state that OPEN competitions cannot have geographic restrictions. Management committed to look into this and provide a written response.

The Union inquired about expanding rights to job opportunities for facility staff during contract negotiations.

The employer is not prepared to restrict competitions exclusively for facility staff; there are operational considerations as well as financial ones. The employer conducts competitions opened to facility staff when it is appropriate. For example, the positions for the Regional Placement Coordinators were open to the facilities and 9 facility employees were successful in the competitions

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The Union would like to see more creative solutions to help facility staff find jobs

Regional Directors are committed to helping facility staff find alternative employment as well as providing them with the necessary skills to do so.

The Union would like to see the two other Regional Directors at the MERC as guests, on occasion, to give updates of what is happening within their regions.

Management agreed to respond in writing to this request.

Copies of the facility newsletters were distributed to MERC Union members

The Union inquired what the surplussing/staffing plan is for the facilities and if there will be coordinated surplus activity

Management responded that there are no downsizing plans yet. The Ministry may look at coordinated surplussing once numbers/locations of surplussing is clearer, they are not tied to a one to one or ratio basis to residents and placements

There is an active VEO list, the Union would like to see this option communicated to staff

Management agreed to look at a communication to staff regarding the VEO option in the upcoming facility newsletters

What is the status of lateral transfers in the facilities? Is there an active list?

Management agreed to look to see what requests are currently in the system.

When a surplus plan is approved, will the employer share it with the MERC team?

Management agreed that plans will be shared but required approvals will have to be determined and obtained first.

The Union would like to see the word “will” rather than “may” engage with the bargaining agent in the Q&A.

Management agreed to make this change

The Union inquired about the organizational chart requested at the last meeting

The chart will be provided to the Union this week.

3. Virtual Career Centre Presentation

Management agreed to answer the following questions:

- (i) Can facility employees access the VCC from the internet at home?
- (ii) Will there be an increased availability of computers in the facility career centres?
- (iii) Will there be orientation days for staff around the VCC?
- (iv) Will the regional training links be updated on the VCC?
- (v) Will the Ministry provide updated community and related employment opportunity links for all regions?

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4. Redeployment Lists

- The Union stated that these lists are not accurate; the unclassified list is showing 19 unclassified employees when there are more than 60
- Continuous Service dates are not accurate
- "DS training on-the-job program" is getting paid more than DS staff on the SRC redeployment list.

Management committed to look into these issues

5. MERC administration

Answers to the DS questions will be sent out electronically 2 weeks prior to MERC when the call for agenda items goes out. It was noted that this is a rolling list, only a few "new items" or "updates" require review

Meeting Adjourned at approximately 1:30 p.m.

Next Meeting:

Date: August 9, 2005

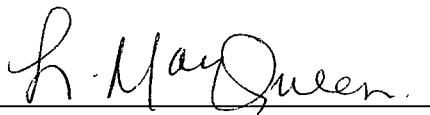
Place: 24th Floor **Boardroom 24B****, 2 Bloor Street West

Time: 10:30 a.m. to 2:30 p.m.

Ministry of Community and Social Services

Ministry of Children and Youth Services

MERC Minutes of June 7, 2005 approved on Dec 6/05 by:



Linda MacQueen
Co-Chair
Human Resource Branch



Roxanne Barnes
Co-Chair
OPSEU

OPSEU



SEFPO

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