

**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 – December 11, 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.

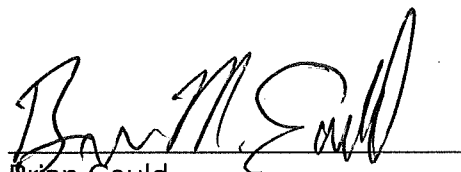
**PLEASE NOTE: THESE MINISTRY MINUTES WERE PREPARED BY THE EMPLOYER.**

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,



Warren (Smokey) Thomas  
President



Brian Gould  
OPS Supervisor

/kg  
att.

cc: MERC Chairs  
Ministry ERC

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

December 11, 2009

In Attendance:	<u>OPSEU</u>	<u>MANAGEMENT</u>
	Roxanne Barnes (Co-Chair) Cindy Hayes-Wright Stephen George Shawn Lavery	Les Babbage Josephine Fuller (Co-Chair)* Nancy Liston Hélène Bigras (Minutes)

Guests:

Tony Magee  
Nancy Crabbe

Absent:

Lorraine Graham-Wisdom

\* Indicates Chair of the Meeting

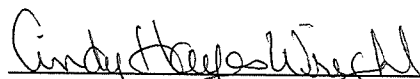
AGENDA ITEMS	DISCUSSION	ACTION REQUIRED	TIMEFRAME FOR ACTION
<b><u>STANDING ITEMS:</u></b>			
1. <b><u>Review of Minutes</u></b>	No longer a standing item as the minutes are approved at each meeting.  Agenda and any follow-up material will be sent to all members.		Next meeting.
2. <b><u>Review of I &amp; IT</u></b>	No updates to report.		
3. <b><u>FRO Updates</u></b>	No updates to report.		

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED	TIMEFRAME FOR ACTION
4. <b><u>Results Based Planning (RbP) Updates</u></b>	No updates at this time. The process is under way and corporate disclosure normally occurs in March.	No action required.	
5. <b><u>Developmental Services Facilities</u></b>	<p>Agreement has been extended until March 31<sup>st</sup>, 2010 with no more extensions. This has been communicated to affected employees.</p> <p>Three (3) employees remain working at Huronia Regional Centre. The work will be completed by March 31, 2010.</p>	No further action required.	
<b><u>BUSINESS ARISING FROM MINUTES:</u></b>			
1. <b><u>Sudbury RPT Employee</u></b>	The Union sent the information.		
2. <b><u>Workload Special Needs Unit in Central West Region</u></b>	<p>Management and the Union followed up with Central West Region on this issue.</p> <p>Management indicated that they will address the issue of workload adjustment locally. They believe it could still be resolved at the local level.</p> <p>The Union's position is that all positions need to be filled as the workload is high.</p>	Union will follow up with the region for additional information.	Deferred to next meeting.
3. <b><u>Staffing Updates</u></b>	The Union followed up with LERCs who indicated they were satisfied with their verbal updates.	No further action required at this time.	

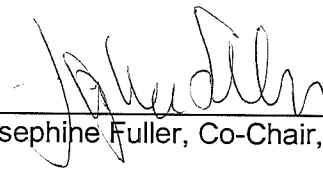
AGENDA ITEMS	DISCUSSION	ACTION REQUIRED	TIMEFRAME FOR ACTION
<p>4. <b><u>Diversity Initiative Update</u></b></p>	<p>Management provided an update as well as the MCSS Diversity Action Plan slide deck (attached).</p> <p>The Parties discussed the e-mentoring program that is expected to be launched by the Ministry next year and the need to be aligned with the OPS Diversity Initiative.</p> <p>The Union enquired about the OPS Mentoring Partnership Initiative. Management will follow-up.</p>	<p>Union to review.</p> <p>Discussion on diversity at the next meeting (including inviting some Champions).</p>	<p>Next meeting.</p> <p>Next meeting.</p>
<p>5. <b><u>ODSP Modernization</u></b></p>	<p>The Parties discussed the request made by the Union to have this topic as a standing item on the MERC agenda.</p> <p>The Parties agreed that ODSP Modernization will be a standing item on the MERC agenda with two purposes: 1) as an update and communication tool for employees and managers on the status of the initiative and 2) addressing issues that remain unresolved at the sub-committee.</p>	<p>Add to agenda.</p>	<p>Next meeting.</p>
<p>6. <b><u>Financial Management and Controls Project (FMCP)</u></b></p>	<p>A/Director made a presentation (attached).</p> <p>The Union asked if a disclosure was done prior to this project commencing in June 2008.</p>	<p>Management to review and respond.</p>	<p>Prior to next meeting.</p>
<p>7. <b><u>Reports</u></b></p>	<p>Ministry Strategic Business Units (SBU) have been consulted by the Employee Relations Division. The Employer continues to explore what information can or cannot be generated and how.</p> <p>The Ministry expects written communication from MGS shortly.</p> <p>Management continues to provide some reports.</p>	<p>Management will provide the reports electronically one week in advance of MERC meetings.</p> <p>Management will provide updates at future meetings.</p>	<p>Next meeting.</p>

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED	TIMEFRAME FOR ACTION
	The Union raised a concern with respect to the length of service for anyone with service greater than 18 months. The Parties agreed that Management would review any service identified on the report as being over 18 months.	Management to verify accuracy of report dated November 30, 2009 and obtain clarification.	Next meeting.
<b><u>New Items</u></b>			
1. <b><u>I&amp;IT Cluster Telework Pilot Project</u></b>	The Union enquired about who the OPSEU signatory has been on the Employee Telework Agreements. OPSEU reminded Management that the signatory needs to be an OPSEU Staff as the agreement relates to terms and conditions of employment.	Management to review and respond.	Prior to next meeting.
2. <b><u>Health &amp; Safety Workplace Tool</u></b>	The Union asked for a presentation from the Centre for Employee Health, Safety and Wellness relating to this topic.	Management to contact the CEHS&W	Next meeting.
3. <b><u>Ministry File Review Committee</u></b>	Management asked to add this topic to the agenda for next meeting.		Next meeting.
4. <b><u>2010 MCSS MERC Calendar</u></b>	February 12th, 2010 at 0900 hrs April 22nd, 2010 at 0900 hrs June 11 <sup>th</sup> , 2010 at 0900 hrs August 19 <sup>th</sup> , 2010 at 0900 hrs October 22 <sup>nd</sup> , 2010 at 0900 hrs December 8th, 2010 at 0900 hrs		

Ministry of Community and Social Services MERC Minutes of December 11th, 2009 approved on \_\_December 11, 2009\_\_ by:



Cindy Hayes-Wright for Roxanne Barnes, Co-Chair, OPSEU



Josephine Fuller, Co-Chair, Ministry

*CHW*