

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: Ruth Hamilton, OPS Supervisor

DATE: October 4, 2011

SUBJECT: **Ministry of Community Safety & Correctional Services
ERC– September 28, 2011**

Attached, for your information, are the minutes of the above captioned meeting.

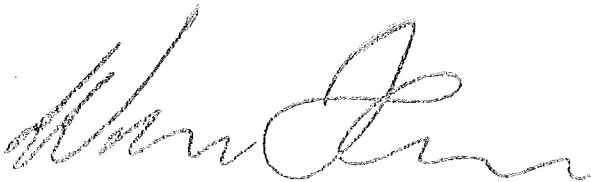
Please post or otherwise make them available to the members in your workplaces.

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



Ruth Hamilton
OPS Supervisor

/jh

att.

cc: MERC Chairs
Ministry ERC

Ministry of Community Safety and Correctional Services
Ministry Employee Relations Committee

Minutes

Wednesday, September 28, 2011
OPSEU Regional Office
31 Wellesley Street East, Toronto

Attendees: For the Union

Dan Sidsworth (Co-chair)
Monte Vieselmeyer
Jim Mitchell
Gord Longhi

For the Ministry

Marilyn Tomkinson (Co-chair)
Emelie Milloy
Pauline Jones
Christina Danylchenko
David Snoddy

Regrets:

- Stephen George
- Rose Buhagiar

Guests/Observers:

- Mark Dittenhoffer, A/Manager, Labour Relations MCSCS
- Sean Milloy, Employee Relations Advisor, Centre for Employee Relations
- Matt Robinson, Business Advisor, HR Strategic Business Unit
- Barb Forbes, Deputy Regional Director, Community Services, Western Region

Note Taker:

- Lise Ledoux, Program Advisor to the MERC

Announcements:

Management co-chair welcomed two new members to the table: David Snoddy, Director, Organizational and Systemic Changes Branch replacing Mary-Jo Knappett and Matt Robinson, Business Advisor, HR Strategic Business Unit replacing Cathy Laakso.

Previous Business:

Community Services items

1. **11 04 19: Accommodations in P&P** – meeting has been scheduled for October 12 to jointly review the current accommodation process and work towards a best practices approach to workplace accommodations (duty to accommodate).

Action: update to be provided at next MERC meeting.
2. **11 04 19: Lateral transfers in P&P** – Employer currently reviewing process followed in each region.

Action: update to be provided at next MERC meeting.
3. **11 06 02: Halton duty assignments** – P&P Union rep from MERC worked with regional and local parties to address the impact of the movement of two positions from Milton to Halton South.

Action: Issue resolved. Item to be removed from MERC agenda.

Institutional Services items

1. **09 11 24: Grievance Improvement Proposals** – draft joint communiqué shared with the Union.

Action: Union reviewing and will provide feedback ASAP.
2. **10 01 27: Security and Inmate Management Recommendations** – meeting was held on August 22nd to discuss some concerns/recommendations. A decision was made at this time that there will not be any purchases of Securpass body scanners. Management provided an update regarding platoon system and unlock time recommendations.

Management tabled the Random Staff Search policy at the last MERC meeting. The Union does not endorse the policy.

Action: Concerns/recommendations were addressed. Union will review the update and provide a response at the next meeting. This item will be moved to the Standing Items section. Management will review the impact of the 12 hour lockup to FTEs at time of implementation.

3. **10 01 27: Update on Rollout of Security Teams in Institutions** – Employer consulted with IS regional directors regarding the rollout and implementation within their respective regions. Union reports that the Federal Corrections have a standalone security team at Collins Bay with dedicated FTEs. Union acknowledges the Employer's initiative but feels it falls short without securing funding for FTEs.

Action: There are currently no changes. Expansion in institutions must be within budget and FTE allocation as per the direction from the ADM, IS. MERC agrees to recommend moving this item to the PJOHSC table to speak to the policies and procedures issues.

4. **10 01 27: Correctional Officer Recruitment Unit** – Union reviewed the material provided at the last meeting.

Action: Union supports the Employer's initiative and there one concern with the policy is that the screening process is too long and feels that the Recruitment Unit requires more resources and could be done by OPSEU bargaining unit staff. The issue regarding time length is under review by the Employer.

5. **10 06 02: Mentoring of New Hires (Job Orientation)** – Employer reviewed the best option to evaluate the Northern Region pilot (i.e., PESAR). Employer agrees with the Union's interest.

Action: Marilyn and Jim will work with PESAR and provide an update at the next MERC meeting.

6. **10 09 29: Thunder Bay Jail 2-hour Shifts** – ADM, IS surveyed institutions and issued direction to cease this practice unless there is a business reason for this. Union reports that post direction from the ADM, IS, this practice continues in some Northern Region institutions.

Action: Employer will follow-up with the identified institutions and report back before the MERC October meeting.

7. **10 09 29: Dress Uniforms** – Deferred until grievance has been resolved.

Action: Employer to follow-up when the next meeting is to be scheduled and Union Co-chair to be invited.

8. **11 04 19: Local 678 - ARTC** – local issues not resolved.

Action: Union reports that there is an OLRB hearing scheduled on November 24th.



9. **11 04 19: Provincial Nursing Advisory Committee** – issue where new hires fall on the salary scale. SBU to follow-up with Health Care Services.

Action:

10. **11 04 19: 2010 Auditor General Report** – union requested to hold a separate meeting to discuss and it was held on August 22nd.

Action: Union waiting for further information that was committed to at the August 22nd meeting and tabled some new dates for another meeting.

11. **11 04 19: Local 616 North Bay Jail** – LERC met on June 16th and some of the items have been resolved. A new executive is now in place and will meet to discuss outstanding items.

Action: LERC have commenced. This item is to be removed from MERC.

12. **11 04 19: Ontario Correctional Institute vacant RPM positions** – business case was approved.

Action: Union would like to thank the Superintendent Cathy Morris and the LERC in getting these positions filled. This item is to be removed from MERC.

13. **11 06 02: Use of tele-health type service (medical / psychiatric assessment) in non remote institutions** – Union raised concerns of staff liability and increase workloads have not been addressed. Employer co-chair toured Central East CC and did not sense any issues locally.

Action: Local currently recruiting for a replacement physician and Employer co-chair will ensure that this is relayed at their September 29th meeting. Employer co-chair will arrange for someone to present on tele-health at a next MERC meeting.

14. **11 06 02: Transition Updates** – MOAs for Owen Sound and Walkerton jails have been completed and the Union reports that the process went very well. TIC is on schedule to admit its first inmate on November 4th. Mimico CC will discharge their last inmate on October 31st. Staff training for TIC staff is well underway. Discussions currently underway with Union MERC regarding the development of an operational policies and procedures working group to assist with the joint development of TSDC operational documentation. The Employer transition team has negotiated a number of employee transition MOAs to fill Correctional Officer vacancies throughout the province.

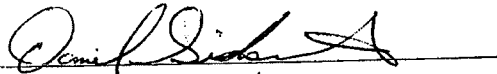
Action: item not completed

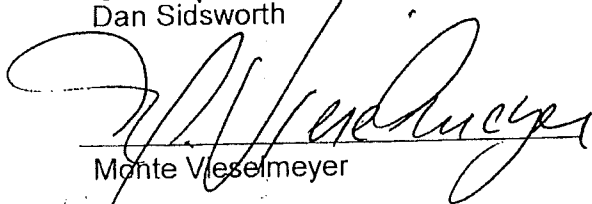



The Employer has adjourned today's meeting and a date will be determined in the near future. Concerns have been expressed on behalf of the Employer with respect to a pattern of messaging that is not representative of the Employer's position and the collaborative nature of our working relationship.

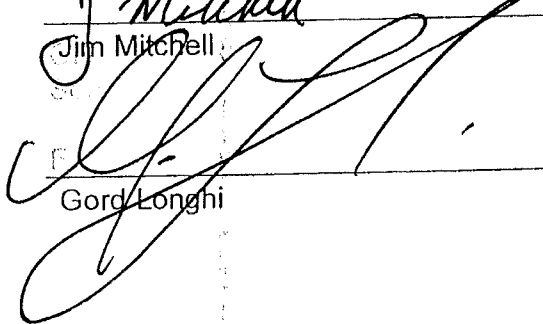
OPSEU MERC is requesting a meeting with the Deputy Minister of Correctional Services.

For the Union:

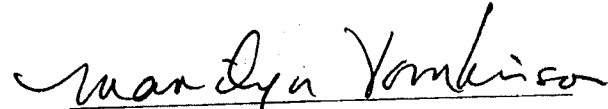

Dan Sidsworth

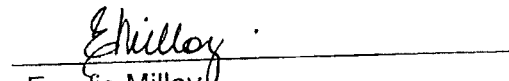

Monte Vleselmeyer



Jim Mitchell


Gord Longhi

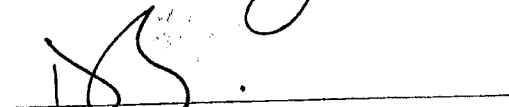
For the Ministry:


Marilyn Tomkinson


Emelie Milloy


Pauline Jones


Christina Danylchenko


David Snoddy