

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: Brian Gould, OPS Supervisor/Negotiator

DATE: September 20, 2007

SUBJECT: **Ministry of Community Safety & Correctional Services ERC Minutes – October 24, 2006**

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

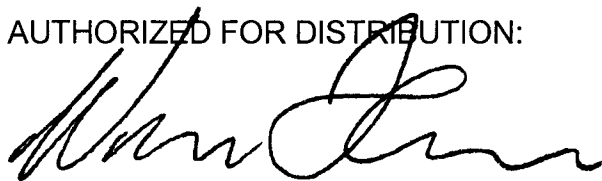
Please post or otherwise make them available to the members in your workplaces.

Please use the 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.).

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

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY



Warren (Smokey) Thomas
President



Brian Gould
OPS Supervisor/Negotiator

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att.

cc: MERC Chairs
Ministry ERC

MINISTRY EMPLOYEE RELATIONS COMMITTEE MEETING

October 24, 2006
Mississauga, Ontario

Attending for the Ministry

Mr. Mickey Stephenson (Co-Chair)
Mr. Don Chillman
Mr. Paul Fleury
Mr. David Walker
Mr. Barry Thomas
Ms. Lucy Neal

Guest:

Mr. Anthony Streppel, Ontario
Correctional Services College

Regrets:

Ms. Christina Danyichenko

Attending for the Union

Mr. Dave Graves (Co-Chair)
Mr. Gord Longhi
Mr. Len Mason
Ms Sandra Harper
Mr. Rick Dagenais

	Item	Discussion	Resolved/Action
MINUTES			
1.	August 3, 2006		Completed
2.	August 19, 2004		Outstanding
BUSINESS ARISING			
1.	Training and Development	No discussion.	Deferred until after OPSEU elections. Bring forward to MERC committee in February 2007.
2.	Unclassified Correctional Officer Subcommittee	No discussion.	Deferred until after OPSEU elections. Bring forward to MERC committee in February 2007
3.	Update RPM's/Rollovers/Laterals: Maplehurst and West	Management provided the Union information on the RPM Agreement for Maplehurst and Toronto West Detention Centre.	Implementation to be completed before December 2006.
4.	Staffing Strategy P&P (40 JDRI and 25 newly announced positions)	Management and Union signed agreement on October 23, 2006.	Staffing strategy to commence on October 30, 2006.
5.	Status Update: Mimico & CNCC	<p>Mimico: Management advised Union there will be a disclosure meeting on the Mimico intermittent operation.</p> <p>CNCC: Transition Agreement was signed on September 18, 2006.</p>	<p>Disclosure meeting date to be determined.</p> <p>Transition scheduled for November 2006.</p>

	Item	Discussion	Resolved/Action
6.	Attendance Stats for ACC	Union requested attendance statistics for ACC OPSEU employees.	Human Resources Director to have Employee Relations Unit to follow-up with request.
7.	Post Audits: Chatham Jail Stratford Jail	Union to take the lead and follow-up	Union to contact Dave Hatt, Acting Regional Director, AIS, Western Region.
8.	Hiring Practices P&P	Union requested a meeting with Human Resources to discuss P&P hiring practices.	Meeting arranged between Human Resources and P&P MERC representative.
9.	Update new Ministry Identification Badges	This issue was initially raised as an Occupational Health and Safety concern.	Ministry to give final approval to Ministry Identification badge and to provide communication to the field
10.	Employee Assistance Resource Manual	Human Resources Director to follow-up.	Will bring forward after OPSEU elections.
11.	Appendix 24 MOA	Outstanding issue from August 3, 2006 MERC Meeting.	Deferred until MERC Meeting. Employer still considering.
12.	Article 23/24 MOA	Outstanding issue from August 3, 2006 MERC Meeting.	Employer stated believes issue has OPS wide implications
13.	Update Mimico Surplusing; confirmation of Placements/(List by classification, continuous service dates)	Mimico Transition Human Resources Team to provide update.	Ongoing decommissioning activity.
14.	CECC Females Offender Accommodation	Management confirmed that from time to time due to capacity challenges, female offenders are managed in Male Segregation Unit overnight and returned to Female Unit during the day.	Regional Office coordinating relocation of female offenders and looking at other options to manage high female counts.
15.	Labour Relations Thunder Bay	Union stated that labour relations at the Thunder Bay CC is working, however the labour relations atmosphere at the Thunder Bay Jail is challenged. Among some of the issues noted by the Union is the continuous request for the compliance audit of the Thunder Bay Jail regarding posting and overtime, which the Union is requesting from Regional Office.	Staff Relations will look at Interest-Based Problem Solving training through the MOL. Next steps will require consultation with Regional Office.

	Item	Discussion	Resolved/Action
		Union noted that the Report provided was edited and sections were blacked out. Requesting full report.	
16.	Motor Vehicle Licenses and Using a Work Address	This issues was also raised as an Occupational Health and Safety concern	Both sides agreed to take this item off the agenda. This topic will be deferred for discussion with HR – Staff Relations will discuss with HR regarding public policy for all employees, similar to MTO policy – License suppression Program Agreement
17.	P&P Workload Subcommittee	Subcommittee to reconvene meetings in November 2006.	No further action.
18.	Interest Based Problem Solving	Management and Union supporting interest based problem solving at various work locations.	No further action.
19.	Bullying/Violence in the Workplace	Bring forward to November 20, 2006 meeting.	Bring forward.
20.	Bill 131	Management advised that they cannot officially comment on the proposed legislation.	No further action.
NEW BUSINESS			
1.	Update Physical Demands Testing	Anthony Streppel from the Ontario Correctional Services College attended the meeting and provided an update status report on the proposed Physical Demands Fitness Test.	Union raised questions about compliance with Human Rights Code and will be bringing the issue forward with SAROC Committee
2.	Vacancy: Niagara, Brantford, Hamilton & Monteith	Union indicated that competitions have proceeded in noted institutions without consultation with local OPSEU President, contrary to previous discussions with management.	Management indicated that the employer wishes to proceed with filling of vacancies as soon as possible and are committed to reviewing with OPSEU. Recruitment Guideline under review and will be shared with the Union.

	Item	Discussion	Resolved/Action
3.	Rental Vehicles and Liability	Union noted that in April 2006, new legislation regarding vehicle insurance coverage announced. Drivers now responsible for deductible premium. Union noted that this may have an impact on employees' willingness to rent vehicles for work purposes.	Management to follow-up.
4.	Request for quarterly production and/or as required of Appendix 24 Unclassified Seniority hours for each institution and P&P Office	Union requested employer to provide quarterly report on unclassified hours usage.	Management to review and respond.
5.	SLVCTC	Union requested update on status of FTU (Forensic Treatment Unit) and possible increases in FTEs.	Management advised that the Ministry of Health and Long Term Care to occupy the FTU in 2007. Management will apprise the Union if any changes to FTEs.
6.	Workload Measurement Tool	Union requested update on implementation of Workload Measurement Tool. Commitment made in 2004 not yet implemented.	Management to reconvene the Workload subcommittee to address this issue.
7.	Workload Complaint: Ottawa	Management noted that the initial complaint was not forwarded through the appropriate channels for discussion.	Issue to be submitted to the Workload Subcommittee for review.
8.	Office Restorations	Several P&P offices are struggling with interpersonal conflicts. Either administrative reviews or other interventions are taking place without consulting the Union.	Union requested MERC consultation in processes for restorations.
9.	Disclosure Intensive Supervision	Management disclosed that the St. Thomas P&P won recognition/award for Intensive Supervision of High Profile Probation Cases. Recommendation that some of the best practices in the St. Thomas model should be implemented on a province wide basis. Model to be presented at POAO Conference.	

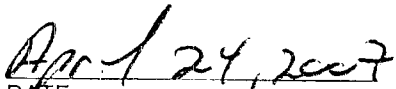
	Item	Discussion	Resolved/Action
10.	Information Item Update	<p>Independent Investigation Unit Union advised that the employer will be providing formal notice to all staff working in the IIU office by the end of the month, surplus notice letters to follow at a later date. Julie Stephenson is the Human Resources Advisor working on the file.</p> <p>Human Resources Transformation Management to provide slide presentation to the MERC Committee on the HR Transformation Plan.</p> <p>Emergency Management Ontario Management advised that the employer is proceeding to staff organization.</p> <p>Manager Staff Relations Position currently vacant recruitment process underway. Union invited to provide input on questions for candidate interviews.</p>	<p>Employer to follow up.</p> <p>Employer to follow up.</p>
11.	MCSCS/MCYS/MCSS	Union requested inter-ministerial transition discussions.	Management advised Union to forward official request to MGS/Centre for Leadership.

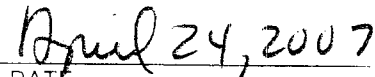
Next Joint Meeting: November 20, 2006

- Location CNCC


 FOR THE UNION.


 FOR MANAGEMENT


 DATE


 DATE