

Ministry of Community Safety and Correctional Services

Community Safety
MERC Minutes
May 28, 2004
25 Grosvenor Avenue
Toronto, Ontario

FOR THE MINISTRY:

Ms Stephanie Reilander
Ms Terri Lang (CFS- Guest)
Ms Jane Albright (Recorder)

FOR OPSEU:

Ms Eva Robinson
Ms Eva Gulbinowicz
Ms Sandra Harper

Minutes

The Minutes from the February 25, 2004 meeting were signed off. To be posted on website.

It was agreed on a go forward basis that Business Arising Between Meetings will be added between Business Arising and New Business in the minutes to reflect any activity between meetings.

Business Arising

1. SURPLUS and VEO LIST

The Employer reported that there were no MCS employees on either the Surplus or VEO lists.

Action: The Employer to provide full list at each meeting.

2. MAJOR INITIATIVES

There are no new initiatives to report at this time. All reports indicate that IFIS is proceeding on schedule. WIN has been fully restored and is now completely operational.

3. HEALTH AND SAFETY

The Employer provided a list of active Health and Safety committees within the Ministry: 25 Grosvenor, Midhurst, and the OPC.

A H&S committee at PISG – 777 Bay Street is being set up.
The Union inquired as to the status of the H & S committee at the Coroners Office.

The Employer reported that space for a sick room is included in the next phase of renovations at 25 Grosvenor, and that this phase has begun. Employees to advise their supervisor if they need access to the Sick Room.

Action: The Employer to inquire and report back on the status of the H & S committee at the Coroners Office.

4. ONTARIO WORKS

The Employer advised that there are currently no active placements.

5. CONVERSION LIST

The Employer provided the list of currently eligible employees. The Union requested a list of unclassified staff as well as those eligible for conversion.

Action: Employer to provide an unclassified list at the next meeting.

6. ASP

The Employer advised the requested ASP information was not available. Over time the Employer may commence tracking the information requested in a reportable format.

Action: To be removed from the Agenda

7. OUT OF COUNTRY HIRES - CFS:

The Employer advised that there are no updates or anticipated hires in the near future.

8. MAX MERIT STATUS

The Employer advised that Managers across the Ministry will be reminded that PDPs are to be completed in a timely manner. The Union advised that the inconsistent application of the Max Merit is problematic across the OPS and the issues are also being raised at the corporate level. Forward names of Employees who have not received their Max Merit to the Employer.

Action: Remove from the agenda

9. TEMPORARY POSITIONS INF OFM

The Employer advised that the temporary positions raised during the last meeting are at various stages of the review or competitive process.

Action: Remove from the agenda

10. ID CARDS

The Employer is still pursuing the issue of Employer ID cards.

Action The Employer to follow up with the CAO and provide examples of other Ministry ID

11. JOINT LERC TRAINING

The Union and Employer agreed that LERC training would be useful and the Union identified locations to be considered for training as soon as possible: OPC, OFMC-Gravenhurst, and the 25 Grosvenor. The Union reported that the Fire Investigators LERC would be Province wide as opposed to local.

Action: The Union and the Employer to collaborate on prioritizing locations that would benefit from training.

Business Arising Between Meetings

24 Feb. 04 Update Justice Technology Branch
19 Mar. 04 Update Justice Technology Branch
30 Mar. 04 EMO Organizational Structure and Positions Specification
26 Apr. 04 Internal Realignment of Work, Positions and Employees within the Technology Management Branch
30 Apr. 04 Structure and Proposed Changes to the Field Fire Protections Services of the Office of the Fire Marshal
14 May 04 Update Internal Realignment of Work, Positions and Employees within the Technology Management Branch

NEW BUSINESS

1. ADHERENCE TO ARTICLE 5

The Union identified that in some areas employees are not being provided with the information required in Article 5.

Action: The Employer to remind Managers of their obligations that Article 5 must be applied for all incoming staff and that the Union Chair is to be copied on the correspondence.

2. STATUS OF OAG 6 LICENSING CLERK IN PISG

The Union questioned the status of the above-noted position.

Action: The Employer will followup.

3. CFS COMMUNICATION RE: COLLECTIVE BARGAINING AGREEMENT AND TRAINING

The Union raised concerns re: violations of the Collective Agreement at the CFS, related to travel time, lieu time, overtime and statutory holiday payment for training & conference attendance purposes. Attention was also drawn to an email sent to the CFS staff by the Training Manager, the content and wording of which the Union takes issue with. The Union indicated any side agreements to the Collective Agreement are illegal and asked for a retraction and re-draft of the cited email.

Action: The Employer agreed to re-draft a follow up email to ensure that the information provided is clarified and to ensure that the information is presented in the tone and spirit of the previous discussions and as per the Collective Agreement.

4. CFS LERC

Due to recent events at the CFS LERC meeting, which resulted in the suspension of the 25 Grosvenor LERC, the Union and the Employer agreed that the CFS LERC should be raised as one of the first groups that would benefit from the upcoming training.

This LERC is perceived to have been a well-functioning example of LERC. LERC training would be of beneficial to get the group back on track.

Action: The LERC Employer Co-Chair and the OPSEU Job Security Officer will discuss the best way to facilitate the reconvening of the 25 Grosvenor LERC.

5. LIST OF VACANT FT/RPT POSITIONS

The Union requested an updated list of the vacant positions within the Ministry and reported a similar list is provided at the Corrections MERC.

Action: The Employer will look at the feasibility and ease of accessing this information. In the event that this information is not readily reportable, specific issues/concerns will be addressed on an as needed basis.

6. OPS IDEAS CAMPAIGN

Based on Elizabeth McKnight's letter to Bargaining Agents of April 21, 2004, the Union requested an update on the volume and status of the suggestions.

Action: The Employer agreed to provide the information to the Union in accordance with the process outlined in the letter.

7. E-LEARNING

The Union had questions regarding the implementation of E-Learning as to accessibility, whether it would be impacted by the discretionary spending freeze, and whether staff be allowed to access the E-Learning during work hours. The Employer advised E-Learning is a supplement to other formats for training and its inclusion in Learning Plans and accessibility are similar to any other type of training. How/when it is accessed and it's approval in learning plans will be determined based on the operational needs of the Unit and how it integrates with Learning plans that were previously agreed to by the Manager. The Union inquired as to whether the E-Learning would be offered via the Internet to accommodate those employees who do not have Intranet access.

Action: The Employer to looking into the possibility of Internet access for E-Learning.

8. ONTARIO DISABILITIES ACT MINISTRY ACCESSIBILITY PLAN

The Employer advised that the Accessibility Plan has been posted on the website.

Action: The Employer will provide a copy to the Union MERC members prior to the next meeting. The Union requested that the web link be included in the Minutes.

9. FOLLOW UP ITEMS – "PARTNER" DESIGNATION IN WIN

The Union requested clarification as to whether or not WIN allowed the use of "Partner" as an Identifier for family status.

Action: The Employer to follow up to see if "Partner", or an equivalent is identified in the lexicon for WIN.

10. WEST NILE VIRUS INFORMATION TO STAFF

The Union requested that a hard copy of information related to West Nile be provided to all staff without access to a computer.

Action: The Employer will request that Managers provide hard copies of information related to health and welfare matters such as West Nile to staff without computers. This request will be in the same letter that re-iterates the requirement for Article 5 noted above.

11. STATUS OF CWW and FLEX HOURS IN THE MINISTRY


The Union sought clarification on the Employers position on CWW and Flex Time. The Employer advised that CWW requests should be considered and approved if operationally feasible. No blanket policy to decline requests has been implemented.

Action: Remove from the Agenda

Next Meeting: September 21, 2004 at the OPSEU Office in Kingston at 10:00 am.

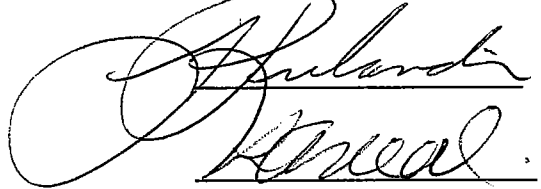
Signed at Kingston this 21 day of September, 2004.

For the Union



Anda Steps

For the Ministry



Amuel