

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, A/OPS Supervisor

DATE: February 28, 2011

SUBJECT: **Ministry of Community Safety & Correctional Services
ERC— February 4, 2010**

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
A/OPS Supervisor

/pb

att.

cc: MERC Chairs
Ministry ERC

MERC MINUTES

Ministry of Community Safety and Corrections

MINISTRY EMPLOYEE RELATIONS COMMITTEE FOR COMMUNITY SAFETY

February 4, 2010

12:30 p.m. – 1:30 p.m.

Via Teleconference

CHAIR: Union

For the Union

Sandra Harper
Debbie Clarke
Mike Stewart

Regrets: None.

For the Ministry

Dan Hefkey
Sandra J. Adams (Recorder)

Ref #	Agenda Item	Issue	Follow-Up/Action
	AGENDA AND MINUTES:		
1.a)	Approval of Agenda	a) The agenda was unanimously approved as distributed.	
1.b)	Approval of Minutes	<p>b) The minutes from the July 17, 2009 meeting were agreed to with some minor changes.</p> <p>The Union noted that the minutes from the April 23, 2008 meeting were still outstanding.</p>	<p>Employer has circulated the July 17, 2009 minutes for signature.</p> <p>Employer to follow up and determine if the April 23, 2008 minutes are recorded and available.</p>
	BUSINESS ARISING:		
2.a)	Job Rotation – Update and Terms of Reference	The Union inquired as to the status of this program. The Employer indicated that there has been no movement on it. The Union and the Employer agreed to drop this item from the agenda.	Remove item from agenda.
2.b)	Survey Results	The Union requested the latest survey results on employee engagement from June 2009.	Results were provided by Employer to all participants via email. Remove item from agenda.

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	<p>STANDING ITEMS:</p>	<p>The Union indicated that in the past it had been provided with the following lists on a regular basis through the HR contact on the committee and expressed concern that it receive the same level of sharing post-HR Transformation. None of the information specified was available. The Employer is to follow up on the information requested. The Union provided a description of the expected content of the lists.</p>	
<p>3.a)</p>	<p>Surplus List</p>	<p>This is a list of active surplus and pending surplus and would include information such as pension entitlements and displacement opportunities.</p>	<p>Surplus activity reports will be provided to the union corporately through the Joint Employment Stability Subcommittee (JESS). Given this process is addressed corporately, no further action is required.</p>
<p>3.b)</p>	<p>Voluntary Exit Option List</p>	<p>This list should specify individuals on both sides of the Ministry.</p>	<p>VEO reports will be provided to OPSEU corporately through the JESS. Given this process is addressed corporately, no further action is required.</p>

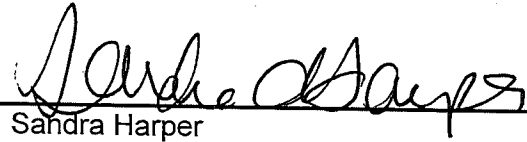
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3.c)	Ontario Works	The Union requested confirmation that the Ontario Works program is still being used in the Ministry. If not, the Union is prepared to remove this list from the agenda.	Employer to follow up.
3.d)	Conversion List / Unclassified Employees	The Union requests a list of all Fixed Term employees specifying their current positions and how long they are on their current contracts.	<p><u>Conversion Reports:</u> MERC co-chairs are copied on letters to fixed term employees re: their conversion to regular status. It has been determined corporately that this is the most efficient and timely way to provide the union with this information.</p> <p><u>Fixed-Term Employee Lists:</u> Listings of fixed-term employees will be provided on a quarterly basis. Employer is currently working on a process to gather and distribute this info regularly.</p>
3.e)	Out of Country Hires	The Union noted that in the past the Centre for Forensic Sciences has recruited out of country hires. The Union has not received any information in this regard for almost a year.	Employer to follow up.

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3.f)	Interns	The Union requests the following information: the number of interns at the corporate level, the number in community safety, including position held and for how long?	Employer to follow up.
3.g)	Major Initiatives	The Union would like information relating all any major items of interest to the parties, including operational items, projects, undertakings, etc.	Employer to follow up.

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3.h)	Business Between Meetings	<p>Feb 2, 2010 -- Forensic Sciences, Northern Regional Laboratory – Reporting Changes Revised</p> <p>Jan 28, 2010 -- Forensic Sciences, Northern Regional Laboratory – Reporting Changes</p> <p>Jan 8, 2010 -- Communications Branch Reporting Relationship Changes</p> <p>Nov 12, 2009 -- JTS & Environment Change of Reporting Relationships</p> <p>Oct 30, 2009 -- Forensic Sciences Change in Reporting Relationship</p> <p>Oct 16, 2009 -- Ontario Civilian Commission on Police Services Organizational Name Change</p> <p>Oct 16, 2009 -- Office of the Fire Marshall Change in Reporting Relationships</p> <p>Sept 23, 2009 -- Services Management Branch Change in Reporting Relationship</p> <p>Aug 31, 2009 -- Centre of Forensic Sciences, Biology Section, Change in Reporting Relationships</p> <p>Aug 21, 2009 -- Reporting Relationship Change within Services Management Branch, JTS</p> <p>July 22, 2009 -- Ontario Civilian Commission on Police Services Relocation</p>	

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	NEW BUSINESS:		
4.a)	Workers Health and Safety Tool Presentation	The Union has requested a presentation on the Health and Safety in My Workplace Tool from Employee Health, Safety and Wellness.	Employer is making arrangements to share this information with the MERC.
4.b)	Attendance Thresholds	<p>It was noted that the 2010 attendance threshold within Community Safety remains 9.6. The Union highlighted the following statement which appeared in the disclosure to bargaining agents dated Feb. 2, 2010: We are completing a comprehensive review of Ontario Public Service attendance management practices with a view to implement in 2010/11.</p> <p>The Union requested clarification on this statement (i.e. with a view to implementing what?) and stated for the record that it would not want to see ASMPP (i.e. the pilot program implemented for Corrections) implemented across the board.</p>	Employer to follow up.
	2010 MEETING DATES:		
	Next Meeting	The next meeting was scheduled for May 20, 2010 at 12:30 p.m. in Mississauga.	

For the Union

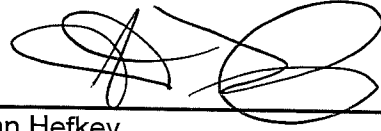


Sandra Harper
OPSEU Co-Chair

Debra Clarke

Date

For Management



for Dan Hefkey
Management Co-Chair

Date

Feb 24 / 10