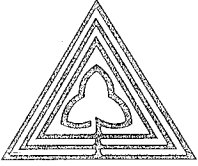


MEMORANDUM

Ontario Public Service
Employees Union

OPSEU



SEFPO

Syndicat des Employé-e-s
de la Fonction Publique
de l'Ontario

TO: All Presidents with members in the Ministry of Community Safety and Correctional Services (Solicitor General)

All Stewards in the Ministry of Community Safety and Correctional Services (Solicitor General)

FROM: Terry Baxter, OPS Supervisor/Negotiator

DATE: March 7, 2006

SUBJECT: **Ministry of Community Safety and Correctional Services (Solicitor General)**
ERC Minutes – November 24, 2005

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,

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Leah Casselman
President

/jm
att.

cc: MERC Chairs
Ministry ERC

Tel: (416) 443-8888
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1-800-663-1070

Terry Baxter
OPS Supervisor/Negotiator

MINUTES
Ministry of Community Safety & Correctional Services
Community Safety MERC
November 24, 2005

FOR THE MINISTRY:

Stephanie Reilander
 Greg Gledhill (Recorder)

FOR OPSEU:

Eva Robinson
 Eva Gulbinowicz
 Sandra Harper

Guest: Rina Trigiani, Director Human Resources Branch

AGENDA ITEM	ACTION
<p><u>MINUTES</u> The minutes from the September 13, 2005 meeting were agreed to and signed off.</p>	
<p><u>BUSINESS ARISING</u></p>	
<p><u>Health & Safety:</u> The Employer reported that the survey had not as yet been sent out, that it was in the approval process and would be sent out once approved. Union provided a list of Health and Safety committees.</p>	<p>Employer to send out once approved.</p> <p>Employer to determine level of training of committee members.</p>
<p><u>Conversion List/Unclassified Employees:</u> The Union requested that the Employer review and provided an explanation for a number of employees on the lists that were previously provided.</p>	<p>Greg Gledhill to check on the status of certain individuals and report back.</p>
<p><u>ID Cards:</u> The Employer did undertake a review and based on the cost determined that it was not financially viable to have ID Cards for all employees. If employees have any issues it was suggested that their manager provide the employee with a letter.</p>	<p>Stephanie Reilander to send a letter to ministry managers requesting that they provide letters confirming employment to employees who request these for identification purposes.</p>
<p><u>Asbestos:</u> No issues to report</p>	
<p><u>Viewing of OPSEU site:</u> Issue was discussed at CERC.</p>	<p>Stephanie Reilander to send clarification out to managers.</p>
<p><u>GAP</u> Employer reported that as of November 23/05 there were 9340 active Correctional Services grievances and 316 active Community Safety grievances.</p>	
<p><u>E-Learning:</u> The Employer indicated that SSB e-</p>	

MINUTES
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AGENDA ITEM	ACTION
training needed to be viewed from the INTRANET.	
<u>Ontario Disabilities Act:</u> Employer provided the Act and the weblink.	
<u>VEO:</u> Employer provided the active VEO list and the surplus list.	
<u>Major Initiatives:</u> The Employer reported that the SSB and ITT horizontal reviews were still in the process of gathering information.	
<u>Ontario Works:</u> The employer reported that there are no employees in this program	
<u>PISG Positions:</u> Employer reported that the two (2) positions as a result of a memorandum of settlement dated March 25, 2005 have not been posted. The Union requested information on the Licensing Clerk position at PISG.	Greg Gledhill to followup.
<u>Out of Country Hires:</u> No new hires to report	
<u>Joint LERC Training:</u> There was a discussion regarding how to resource the training from the pilot onwards.	Pilot with OFM Fire Inspectors to be conducted early 2006.
<u>OFM Meeting</u> A meeting was scheduled for 10:00 a.m. on December 9, 2005.	
<u>BUSINESS BETWEEN MEETINGS</u>	
Nov7/05: Disclosure of new HR strategies	
<u>NEW BUSINESS</u>	
<u>Successor Rights in the OPS</u> The Union requested the government's position with respect to successor rights.	Employer to respond.
<u>New Direction in HR Services:</u> Rina Trigiani, Director HRB, provided the committee with an overview of the new direction in HR services. Ms. Trigiani talked about the drivers for change,	

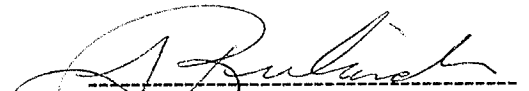
MINUTES
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Community Safety MERC
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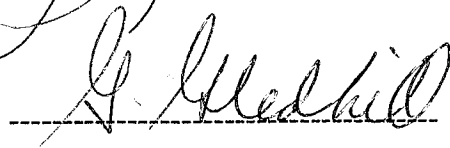
AGENDA ITEM	ACTION
indicating that the review was not considered a downsizing exercise. She also outlined the benefits of the new direction.	
<u>Job Ad for Program Support Assistant:</u> The employer provided a copy of the ad.	
<u>OPS Ideas Campaign:</u> The Employer reported that a number of ideas were received for Emergency management and some with respect to the OPP	
<u>Health & Safety Plan:</u> The Union asked if the Ministry was integrating a ministry wide health & safety plan into the Ministry business plan. The Employer indicated that Community Safety does not have a plan and that Correctional Services does have a plan.	
<u>Interns:</u> List of interns was provided at an earlier meeting.	Greg Gledhill to followup on status of interns.
<u>OHRC policy and Guidelines on Racism:</u> The Employer provided a link to the website	
<u>2005 OPS Innovation Fund:</u> The employer reported that there were 2 submissions. One from the OPP and one from HR.	
<u>VDT Exams:</u> The Union indicated that several claims have been refused. The Union requested a generic letter to send to the insurance carrier	Union expressed satisfaction with the corporate response to this issue.
<u>Renew Ontario's 5 year Plan:</u> The employer provided a copy of the plan	
<u>Hiring Controls:</u> The Union asked if each workplace had a central computer where employees could access Job Mart. The Employer stated that where there are specific concerns they would review them on a case by case basis	
<u>Compressed Work Week:</u> The Union indicated that there is a change	

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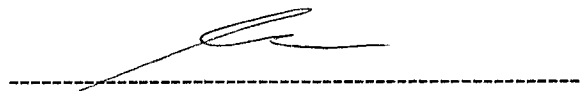
AGENDA ITEM	ACTION
in the sign off procedures. The MERC Team is responsible for signing off ministry wide agreements, and the local president and the respective staff representative sign off local specific agreements.	
<u>List of Locations with CWWs:</u> The Employer indicated that they do not have such a listing	
<u>Service Ontario:</u> The Employer indicated that this is now part of Ministry of Government Services.	
<u>OFM:</u> The Union indicated that the state of labour relations at the OFM has had a major effect on employees. They further indicated that there is an issue with respect to schedules.	Greg Gledhill to facilitate a meeting with Eva Robinson, Mike Stewart and a management representative from the OFM.
<u>NEXT MEETING:</u> March 7, 2006 10:00 a.m. 100 Lesmill Toronto	

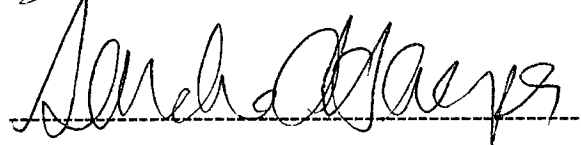
For the Employer:





For the Union:





Date: 