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MEMORANDUM OF AGREEMENTS (MOA) / DISCLOSURE DOCUMENTS
MINISTRY OF COMMUNITY SAFETY AND CORRECTIONAL SERVICES
(MCSCS)
YOUTH JUSTICE SERVICES (YJS)

The following agreements cover both the Community and the Institutional parts of MCSCS and the positions transferred to the Ministry of Children and Youth Services (MCYS) as well as the individuals who are being transferred to MCYS from MCSCS.

MOA/S – YJS

Parties agree to negotiate agreements to manage the application of the Collective Agreement during certain phases of the Ministry's Youth Justice Services transition.

YJS #1 - SHARED FACILITIES – BROCKVILLE JAIL

Brockville Jail Classified Correctional Officers: Appendix 13 Entitlement to Ottawa Carleton Detention Centre.

Brockville Jail MOU: Economic Adjustment for Unclassified Correctional Officers.

Ottawa Carleton Detention Centre: Economic Adjustment for Unclassified Correctional Officers.

Brockville Jail Classified Non-Correctional Officers: Appendix 13 Entitlements to Ottawa Carleton Detention Centre.

YJS #2 - SHARED FACILITIES – QUINTE DETENTION CENTRE

Quinte Classified Correctional Officers: Appendix 13 Entitlements to Brookside Youth Centre.

Quinte Detention Centre: Economic Adjustment for Unclassified Correctional Officers.

Quinte Classified Non-Correctional Officers: Appendix 13 Entitlements to Brookside Youth Centre.

Quinte OA8: Appendix 13 Entitlements to Brookside Youth Centre.

YJS #3 - COMMUNITY CORRECTIONS DISENTANGLEMENT

YJS #3A Lateral Transfer Agreement: Between MCSCS and MCYS.

YJS #3B Job Trade Agreement: Between MCSCS and MCYS.

YJS #3C Redeployment: Between MCSCS and MCYS.

YJS #3D Voluntary Exit Option: Between MCSCS and MCYS.

YJS #4 - CORRECTIONAL INSTITUTION DISENTANGLEMENT

YJS #4A Lateral Transfer Agreement: Between MCSCS and MCYS.

YJS #4B Job Trades: Between MCSCS and MCYS.

YJS #4C Redeployment: Between MCSCS and MCYS.

YJS #4D Voluntary Exit Option: Between MCSCS and MCYS.

YJS #3C AND 4C Redeployment: Clarification.

YJS #5 - COMMUNITY CORRECTIONS – PHASE 2

YJS #5A – Probation and Parole Officers - Appendix 13: Disentanglement beyond 40 km based on seniority.

YJS #5B – Probation and Parole Officers - Article 2: Disentanglement within 40 km based on seniority.

YJS #5C – OAG 8's - Appedix 13: Disentanglement beyond 40 km based on seniority.

YJS #5D – OAG 8's – Article 2: Disentanglement within 40 km based on seniority.

YJS #5E – OAG's: MOA to discuss impact on any other OA's.

YJS #6 – COMMUNITY CORRECTIONS – PHASE 1

Phase 1: Disclosure that all OSPEU employees (classified and unclassified) will be transferred to MCYS effective April 1, 2004, with several exceptions.

YJS #7 – TORONTO YOUTH ASSESSMENT CENTRE

Toronto Youth Assessment Centre Classified Correctional Officers: Appendix 13 entitlements.

Toronto Youth Assessment Centre Classified Non-Correctional Officers: Appendix 13 entitlements.

YJS #8 – HAMILTON WENTWORTH DETENTION CENTRE

Hamilton Wentworth Detention Centre: Appendix 14 entitlements to Sprucedale.

YJS: #10 – COMMUNITY CORRECTIONS - CONVERSIONS

Disclosure: Conversion of unclassified Probation and Parole Officers, Probation Officers, and Office Administration employees.

YJS #11 SHARED FACILITIES

Youth Units in Adult Facilities: Disclosure that employees assigned to work in the Youth Unit will perform duties as directed by MCYS.

**MEMORANDUM OF AGREEMENT/SETTLEMENT
MINISTRY OF COMMUNITY SAFETY AND CORRECTIONAL SERVICES**

YOUTH JUSTICE SERVICES

The parties agree that the creation of the new Children's Services Ministry will present significant challenges within the Ministry of Community Safety and Correctional Services. The parties acknowledge that this transition will be an on-going process which may impact upon employees.

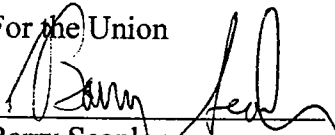
On February 3, 2004, the Employer (Ministry of Community Safety and Correctional Services) and the Union (Ontario Public Services Employees Union) in recognition of the possible impact on employees and in accordance with #14, Part 5, Page 23 of the February 25, 2002 / March 11, 2002 MERC 3 Agreement, agreed to negotiate agreements which will manage the application of the Collective Agreement during certain phases of the Ministry's Youth Justice Services transition.

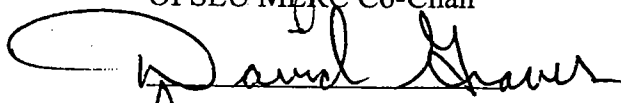
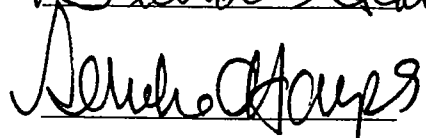
The parties agree that these agreements shall form part of the February 25, 2002 / March 11, 2002 MERC 3 Agreement for the purposes of implementation and the resolution of disputes.

Each agreement shall be identified as Youth Justice Services (YJS) #1, YJS #2 and so on. The MERC Implementation Committee will monitor all YJS Agreements.

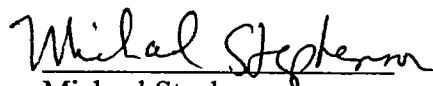
Dated: February 6, 2004


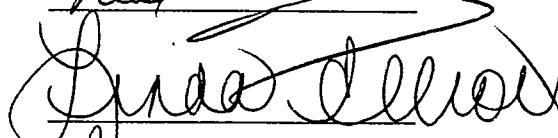
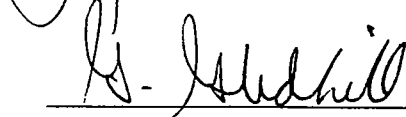
For the Union


Barry Scanlon
OPSEU MERC Co-Chair

For the Employer


Michael Stephenson
Employer MERC Co-Chair

**YOUTH JUSTICE SERVICES (YJS) AGREEMENT #1
SHARED FACILITIES**

**APPENDIX 13 ENTITLEMENTS TO OTTAWA CARLETON DETENTION
CENTRE – FROM BROCKVILLE JAIL**

The parties agree to the following with respect to the Youth Justice Services at the Brockville Jail:

CLASSIFIED CORRECTIONAL OFFICERS

1. Due to the planned transfer of eight classified Correctional Officer positions at the Brockville Jail to the Ottawa Carleton Detention Centre, the Employer agrees that all classified Correctional Officers who owned positions at the Brockville Jail on November 10, 2002 and/or July 31, 2003 and continue to be employed in the OPS as of the date of the signing of this agreement will be notified, in writing, of the Ministry's decision to change the operations headquarters.
2. Employees identified in #1 above shall be given five days to accept or decline the change in operations headquarters. If more employees choose to accept a position at the Ottawa Carleton Detention Centre than positions available the most senior employees shall be given the positions.
3. Entitlement to relocation is in accordance with the February 25, 2002/March 11, 2002 Memorandum of Agreement and Appendix 13 for relocation of the operation beyond a 40 km. Radius.
4. The Employer will determine the effective date of the relocation of the employee.
5. Correctional Officers who decline the change in headquarters location will continue to benefit from provisions of the February 25, 2002 / March 11, 2002 Memorandum of Agreement and will continue to have rights under the Collective Agreement.



6. Based on operational requirements of the Brockville Jail and where temporary assignment opportunities exist, the employees who declined the change in operations headquarters to OCDC or were not assigned based on seniority may be offered a temporary assignment by the Employer. The assignment will be mutually agreeable. The implementation committee will monitor this process.
7. The parties agree that in cases where there is no mutual agreement on a temporary assignment to another worksite until their permanent placement occurs, employees who remain at home will be considered to be on a leave of absence without pay. Temporary assignments will be offered on the basis of seniority. If the Employer does not offer a temporary assignment then the Employee will not suffer any financial loss.
8. The parties agree that the Employer retains their Article 2 rights.
9. Nothing in this agreement constitutes Union agreement to phases of the Ministry's Youth Justice Services transition plan or institutional complement.

Dated this 9th day of February, 2004

For the Union

Barry Smith
Daniel Mann
John Hayes

For the Employer

Michael Stephenson
Paul Fleming
Erin Delaney
A. Redbill

BROCKVILLE JAIL

**MEMORANDUM OF UNDERSTANDING
REGARDING THE ECONOMIC ADJUSTMENT FOR
UNCLASSIFIED CORRECTIONAL OFFICERS**

1. The Employer agrees that unclassified Correctional Officers who are currently employed at the Brockville Jail and who opt for and accept a transfer of unclassified contract to another Ministry location identified by the Employer in accordance with the options provided, will be eligible for an economic adjustment and will receive a one-time payment of \$2,000 net, without deductions. The purpose of this economic adjustment is to assist the employee with accommodation and incidental expenses. Eligible unclassified Correctional Officers are those who agree to accept a transfer of contract by April 30, 2004 and begin their new assignment no later than May 31, 2004.
2. The Employer has determined the eligibility and the method of payment. This list of employees having this entitlement will be attached as Appendix A to this Memorandum of Understanding by June 1, 2004.

Dated: March 22, 2004

For the Union

Barry Kahn
David Mauer
Linda Hayes

For the Employer:

Michael Spence
John Bell
A. Gledhill

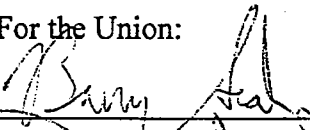
OTTAWA CARLETON DETENTION CENTRE

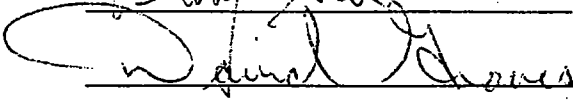
MEMORANDUM OF UNDERSTANDING
REGARDING THE ECONOMIC ADJUSTMENT FOR
UNCLASSIFIED CORRECTIONAL OFFICERS

1. The Employer agrees that unclassified Correctional Officers who are currently employed at Ottawa Carleton Detention Centre and who opt for and accept a transfer of unclassified contract to another Ministry location identified by the Employer in accordance with the options provided, will be eligible for an economic adjustment and will receive a one-time payment of \$2,000. net, without deductions. The purpose of this economic adjustment is to assist the employee with accommodation and incidental expenses. Eligible unclassified Correctional Officers are those who agree to accept a transfer of contract by February 23, 2004 and begin their new assignment no later than March 29, 2004.
2. The Employer has determined the eligibility and the method of payment. The list of employees having this entitlement will be attached as Appendix A to this Memorandum of Understanding by March 30, 2004.

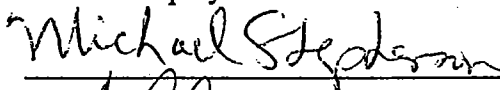
Dated: January 21, 2004

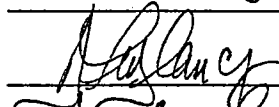
For the Union:




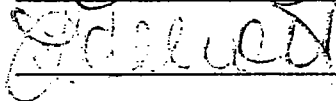


For the Employer:









YOUTH JUSTICE SERVICES (YJS) AGREEMENT #1

APPENDIX 13 ENTITLEMENTS TO OTTAWA CARLETON DETENTION CENTRE – FROM BROCKVILLE JAIL

The parties agree to the following with respect to the Youth Justice Services at the Brockville Jail:

CLASSIFIED NON-CORRECTIONAL OFFICER POSITION

- 1. Due to the planned transfer of one classified Social Worker 2 position at the Brockville Jail to the Ottawa Carleton Detention Centre, the Employer agrees that the classified Social Worker who owned a positions at the Brockville Jail on July 31, 2003 and continues to be employed in the OPS as of the date of the signing of this agreement will be notified, in writing, of the Ministry's decision to change the operations headquarters.**
- 2. The Employee identified in #1 above shall be given five days to accept or decline the change in operations headquarters.**
- 3. Entitlement to relocation is in accordance with the February 25, 2002/March 11, 2002 Memorandum of Agreement and Appendix 13 for relocation of the operation beyond a 40 km. Radius.**
- 4. The Employer will determine the effective date of the relocation of the employee.**
- 5. If the Social Worker declines the change in headquarters location he will continue to benefit from provisions of the February 25, 2002 / March 11, 2002 Memorandum of Agreement and will continue to have rights under the Collective Agreement.**

MSP
MM
B
[Signature]
[Signature]
[Signature]

**YOUTH JUSTICE SERVICES (YJS) AGREEMENT #2
SHARED FACILITIES**

**APPENDIX 13 ENTITLEMENTS TO BROOKSIDE YOUTH CENTRE – FROM
QUINTE DETENTION CENTRE**

**The parties agree to the following with respect to the Youth Justice Services at the
Quinte Detention Centre:**

CLASSIFIED CORRECTIONAL OFFICERS

1. Due to the planned transfer of seven classified Correctional Officer positions at the Quinte Detention Centre to the Brookside Youth Centre and three classified Correctional Officer positions to Ottawa Carleton Detention Centre, the Employer agrees that all classified Correctional Officers who own positions at the Quinte Detention Centre as of the date of the signing of this agreement and continue to be employed in the OPS will be notified, in writing, of the Ministry's decision to change the operations headquarters.
2. Employees identified in #1 above shall be given five days to accept or decline the change in operations headquarters. If more employees choose to accept a position at the Brookside Youth Centre or at the Ottawa Carleton Detention Centre than positions available the most senior employees shall be given the positions at the respective work location.
3. Entitlement to relocation is in accordance with the February 25, 2002/March 11, 2002 Memorandum of Agreement and Appendix 13 for relocation of the operation beyond a 40 km. Radius.
4. The Employer will determine the effective date of the relocation of the employee.
5. Correctional Officers who decline the change in headquarters location will continue to have rights under the Collective Agreement.

Handwritten signatures and initials:
M
R
A
K
MBS
D
A

QUINTE DETENTION CENTRE

**MEMORANDUM OF UNDERSTANDING
REGARDING THE ECONOMIC ADJUSTMENT FOR
UNCLASSIFIED CORRECTIONAL OFFICERS**

1. The Employer agrees that unclassified Correctional Officers who are currently employed at the Quinte Detention Centre and who opt for and accept a transfer of unclassified contract to another Ministry location identified by the Employer in accordance with the options provided, will be eligible for an economic adjustment and will receive a one-time payment of \$2,000 net, without deductions. The purpose of this economic adjustment is to assist the employee with accommodation and incidental expenses. Eligible unclassified Correctional Officers are those who agree to accept a transfer of contract by April 30, 2004 and begin their new assignment no later than May 31, 2004.
2. The Employer has determined the eligibility and the method of payment. This list of employees having this entitlement will be attached as Appendix A to this Memorandum of Understanding by June 1, 2004.

Dated: March 22/2004

For the Union

[Signature]
[Signature]
David James
Archie Adams

For the Employer:

Michael Hepburn
[Signature]
G. Medhill

**YOUTH JUSTICE SERVICES (YJS) AGREEMENT #2
SHARED FACILITIES**

**APPENDIX 13 ENTITLEMENTS TO BROOKSIDE YOUTH CENTRE – FROM
QUINTE DETENTION CENTRE**

The parties agree to the following with respect to the Youth Justice Services at the Quinte Detention Centre:

CLASSIFIED NON-CORRECTIONAL OFFICERS

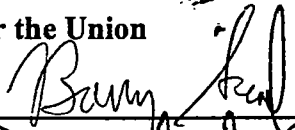
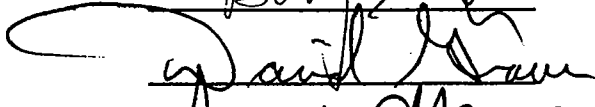
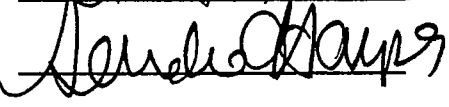
1. Due to the planned transfer of one classified Recreation Officer position, one classified Records Clerk (OAG 8) position and one classified Social Worker 2 position at the Quinte Detention Centre to the Brookside Youth Centre, the Employer agrees that all classified Recreation Officer(s), classified Records Clerk(s) and classified Social Worker 2(s) who own positions at the Quinte Detention Centre as of the date of the signing of this agreement and continue to be employed in the OPS will be notified, in writing, of the Ministry's decision to change the operations headquarters.
2. Employees identified in #1 above shall be given five days to accept or decline the change in operations headquarters. If more employees choose to accept a position at the Brookside Youth Centre than positions available the most senior employees shall be given the positions at the Brookside Youth Centre.
3. Entitlement to relocation is in accordance with the February 25, 2002/March 11, 2002 Memorandum of Agreement and Appendix 13 for relocation of the operation beyond a 40 km. Radius.
4. The Employer will determine the effective date of the relocation of the employee.
5. Employees in the above-noted classification/positions who decline the change in headquarters location will continue to have rights under the Collective Agreement.



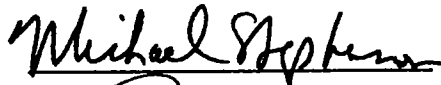

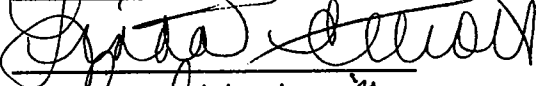
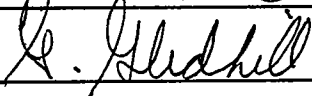
6. The parties agree that the Employer retains their Article 2 rights.
7. Nothing in this agreement constitutes Union agreement to phases of the Ministry's Youth Justice Services transition plan or institutional complement.

Dated this 9th day of February, 2004

For the Union

For the Employer

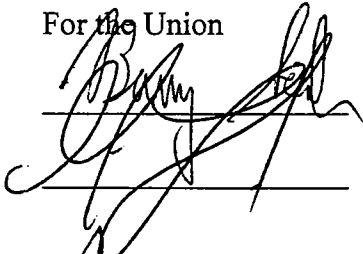





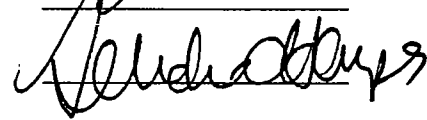
**MEMORANDUM OF AGREEMENT
QUINTE DETENTION CENTRE**

1. The Employer agrees to appoint Ms. D. King to the classified service to the position of Young Offender Records Clerk (OAG 8) at the Quinte Detention Centre effective March 26, 2004.
2. Ms. King will receive her Appendix 13 entitlements to Brookside Youth Centre in accordance with the OPSEU Collective Agreement and the February 9, 2004 YJS Agreement.
3. The Employer confirms that the Young Offender Records Clerk position will be transferred to the Brookside Youth Centre effective April 1, 2004.
4. The Employer confirms that there is a vacant OAG 5 position (classification currently under review) at the Quinte Detention Centre which will continue to exist after April 1, 2004.
5. The Union agrees that this settlement resolves issues relating to the Young Offender Records Clerk position at the Quinte Detention Centre.

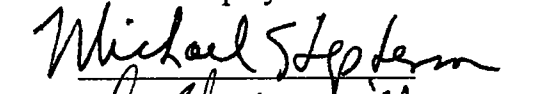
Dated this 29th day of March, 2004.

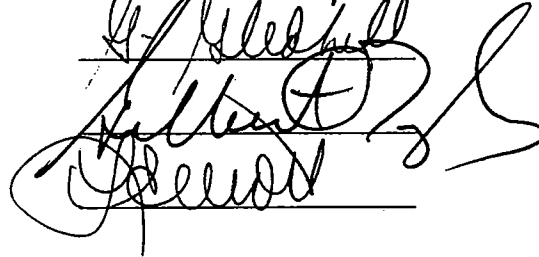
For the Union





For the Employer





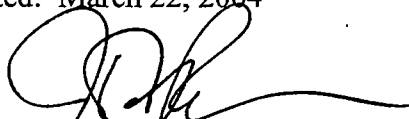
**YOUTH JUSTICE SERVICES (YJS) AGREEMENT #3A
COMMUNITY CORRECTIONS DISENTANGLEMENT**

LATERAL TRANSFER AGREEMENT

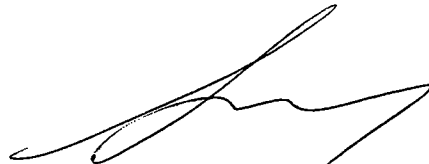
The parties agree to the following with respect to the positions of Probation Officer, Probation and Parole Officer, Office Administration support positions and other Ontario Public Service OPSEU positions currently dedicated to Community Corrections functions in the Ministry of Community Safety and Correctional Services and those who transfer to the Ministry of Children and Youth Services.

1. For the purposes of Article 6.6.1 (lateral transfers), positions identified above which are currently treated as identical for the purposes of Article 6.6.1 shall continue to be treated as identical in the same ministry.
2. The current practice for accessing lateral transfers with respect to the positions in #1 will continue.
3. This lateral transfer agreement shall cover the period from April 1, 2004 until December 31, 2007.
4. In the event of changes to Article 6.6.1 as a result of a new OPSEU Collective Agreement, the parties agree to meet and to review any relevant changes that may impact this agreement. Notwithstanding the above, it is the parties intention to maintain the integrity of this agreement.
5. By mutual agreement of the parties, this agreement may be extended.

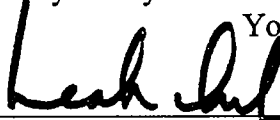
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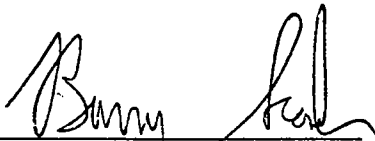
For the Ministry of Community Safety
And Correctional Services



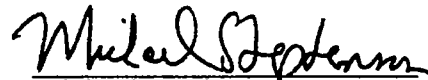
For the Ministry of Children and
Youth Services



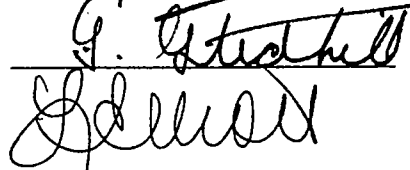
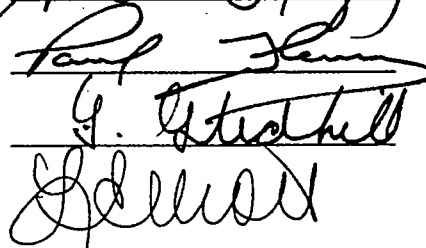
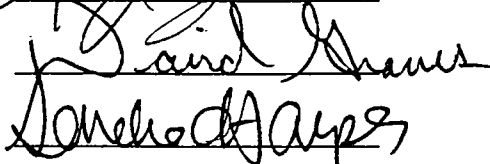
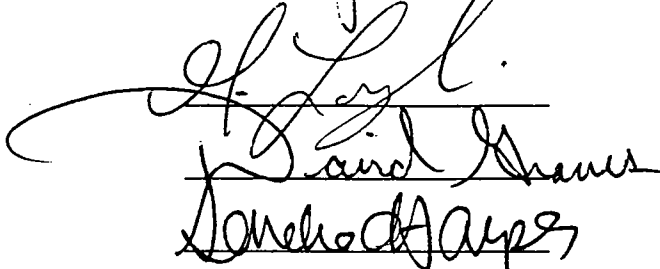
For OPSEU



Barry Scanlon
OPSEU MERC Co-Chair



Michael Stephenson
Employer MERC Co-Chair



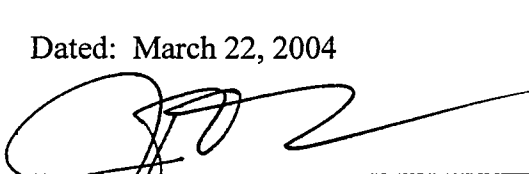
**YOUTH JUSTICE SERVICES (YJS) AGREEMENT #3B
COMMUNITY CORRECTIONS DISENTANGLEMENT**

JOB TRADES

The parties agree to the following with respect to the positions of Probation Officer, Probation and Parole Officer, Office Administration support positions and other Ontario Public Service OPSEU positions currently dedicated to Community Corrections functions in the Ministry of Community Safety and Correctional Services and those who transfer to the Ministry of Children and Youth Services.

1. For the purposes of Article 10.3 (Job Trades), positions identified above which are currently in the same classification for the purposes of Article 10.3 (job trades) shall continue to be treated as being in the same classification and ministry.
2. The current practice for accessing job trades with respect to the positions in #1 will continue.
3. This job trade agreement shall cover the period from April 1, 2004 until December 31, 2007.
4. In the event of changes to Article 10.3 as a result of a new OPSEU Collective Agreement, the parties agree to meet and to review any relevant changes that may impact this agreement. Notwithstanding the above, it is the parties intention to maintain the integrity of this agreement.
5. By mutual agreement of the parties, this agreement may be extended.

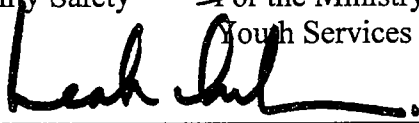
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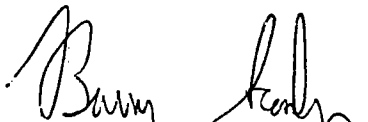
For the Ministry of Community Safety
And Correctional Services



For the Ministry of Children and
Youth Services




For OPSEU

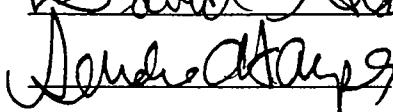


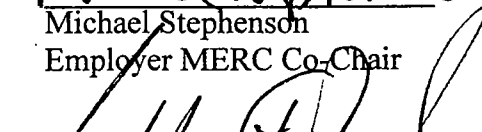
Barry Scanlon
OPSEU MERC Co-Chair

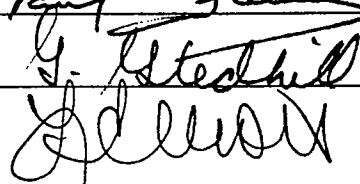


Michael Stephenson
Employer MERC Co-Chair



David James




Paul Fleming


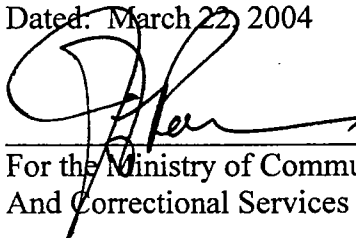
**YOUTH JUSTICE SERVICES (YJS) AGREEMENT #3C
COMMUNITY CORRECTIONS DISENTANGLEMENT**

REDEPLOYMENT

The parties agree to the following with respect to the positions of Probation Officer, Probation and Parole Officer, Office Administration support positions and other Ontario Public Service OPSEU positions currently dedicated to Community Corrections functions in the Ministry of Community Safety and Correctional Services and those who transfer to the Ministry of Children and Youth Services.

1. For the purposes of Article 20.5 (Redeployment), positions identified above which are currently in the same classification for the purposes of Article 20.5 shall continue to be treated as being in the same classification and the same ministry.
2. The current practice for Redeployment with respect to the positions in #1 will continue.
3. This redeployment agreement shall cover the period from April 1, 2004 until ~~March~~ 31, 2007.
December
4. In the event of changes to Article 20.5 as a result of a new OPSEU Collective Agreement, the parties agree to meet and to review any relevant changes that may impact this agreement. Notwithstanding the above, it is the parties intention to maintain the integrity of this agreement.
5. By mutual agreement of the parties, this agreement may be extended.

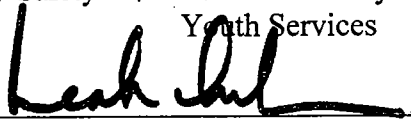
Dated: March 22, 2004



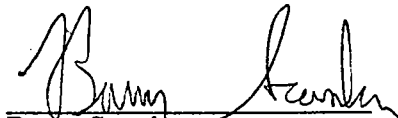
For the Ministry of Community Safety
And Correctional Services



For the Ministry of Children and
Youth Services



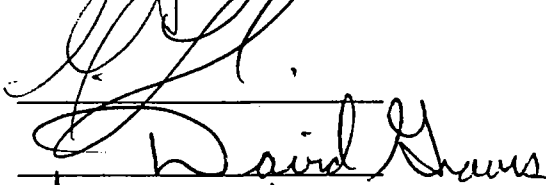
For OPSEU

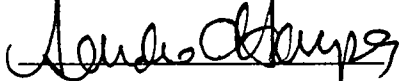


Barry Scanlon
OPSEU MERC Co-Chair

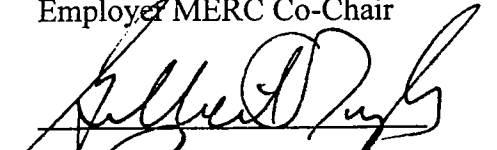


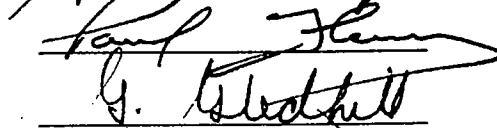
Michael Stephenson
Employer MERC Co-Chair




David Ghaus


David Ghaus



Paul Flynn


G. Woodhill


G. Woodhill

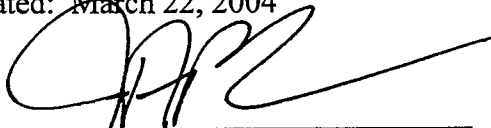
**YOUTH JUSTICE SERVICES (YJS) AGREEMENT #3D
COMMUNITY CORRECTIONS DISENTANGLEMENT**

VOLUNTARY EXIT OPTION

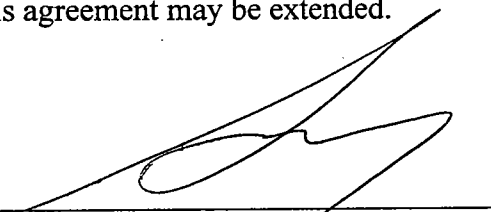
The parties agree to the following with respect to the positions of Probation Officer, Probation and Parole Officer, Office Administration support positions and other Ontario Public Service OPSEU positions currently dedicated to Community Corrections functions in the Ministry of Community Safety and Correctional Services and those who transfer to the Ministry of Children and Youth Services.

1. For the purposes of Article 20.7 (Voluntary Exit Option), positions identified above which are currently in the same classification shall continue to be treated as being in the same classification and the same ministry.
2. The current practice for accessing Article 20.7 (Voluntary Exit Option) with respect to the positions in #1 will continue.
3. This voluntary exit agreement shall cover the period from April 1, 2004 until December 31, 2007.
4. In the event of changes to Article 20.7 as a result of a new OPSEU Collective Agreement, the parties agree to meet and to review any relevant changes that may impact this agreement. Notwithstanding the above, it is the parties intention to maintain the integrity of this agreement
5. By mutual agreement of the parties, this agreement may be extended.

Dated: March 22, 2004



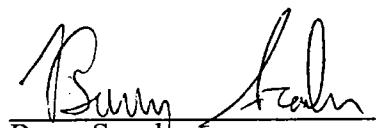
For the Ministry of Community Safety
And Correctional Services



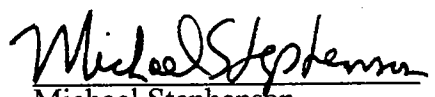
For the Ministry of Children and
Youth Services



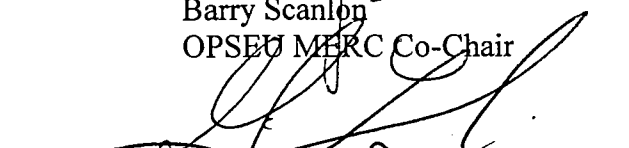
For OPSEU



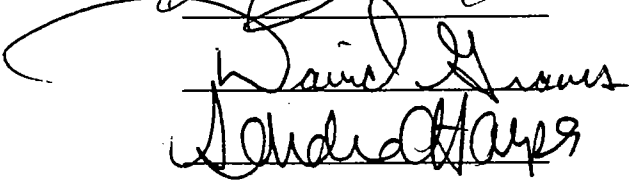
Barry Scanlon
OPSEU MERC Co-Chair



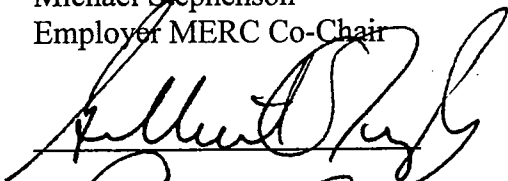
Michael Stephenson
Employer MERC Co-Chair



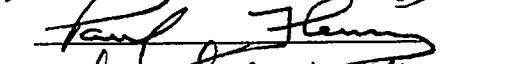
David Gross




Sandra Hayes




Robert Duff



Paul Fleming



J. Gledhill



Gledhill

**YOUTH JUSTICE SERVICES (YJS) AGREEMENT #4A
CORRECTIONAL INSTITUTION DISENTANGLEMENT**

LATERAL TRANSFER AGREEMENT

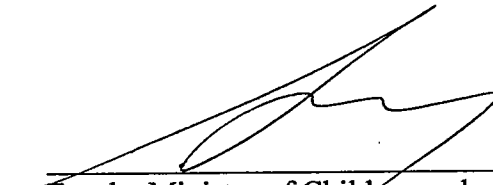
The parties agree to the following with respect to all Ontario Public Service (OPSEU) positions whose work is attached to Correctional Institutional work and job functions currently in the Ministry of Community Safety and Correctional Services and those who transfer to the Ministry of Children and Youth Services.

1. For the purposes of Article 6.6.1 (lateral transfers), positions identified above which are currently treated as identical for the purposes of Article 6.6.1 shall continue to be treated as identical in the same ministry.
2. The current practice for accessing lateral transfers with respect to the positions in #1 will continue.
3. This lateral transfer agreement shall cover the period from April 1, 2004 until December 31, 2007.
4. In the event of changes to Article 6.6.1 as a result of a new OPSEU Collective Agreement, the parties agree to meet and to review any relevant changes that may impact this agreement. Notwithstanding the above, it is the parties intention to maintain the integrity of this agreement.
5. By mutual agreement of the parties, this agreement may be extended.

Dated: March 22, 2004



For the Ministry of Community Safety
And Correctional Services



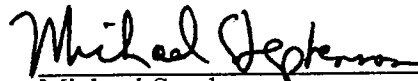
For the Ministry of Children and
Youth Services




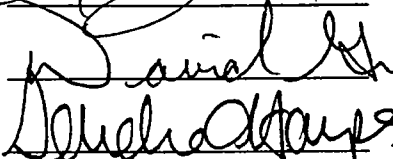
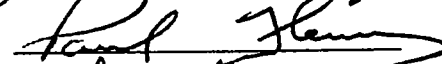
For OPSEU



Barry Scanlon
OPSEU/MERC Co-Chair



Michael Stephenson
Employer MERC Co-Chair


**YOUTH JUSTICE SERVICES (YJS) AGREEMENT #4B
CORRECTIONAL INSTITUTIONAL DISENTANGLEMENT**

JOB TRADES

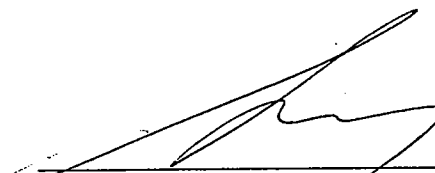
The parties agree to the following with respect to all Ontario Public Service (OPSEU) positions whose work is attached to Correctional Institutional work and job functions currently in the Ministry of Community Safety and Correctional Services and those who transfer to the Ministry of Children and Youth Services.

1. For the purposes of Article 10.3 (Job Trades), positions identified above which are currently in the same classification for the purposes of Article 10.3 (job trades) shall continue to be treated as being in the same classification and ministry.
2. The current practice for accessing job trades with respect to the positions in #1 will continue.
3. This job trade agreement shall cover the period from April 1, 2004 until December 31, 2007.
4. In the event of changes to Article 10.3 as a result of a new OPSEU Collective Agreement, the parties agree to meet and to review any relevant changes that may impact this agreement. Notwithstanding the above, it is the parties intention to maintain the integrity of this agreement.
5. By mutual agreement of the parties, this agreement may be extended.

Dated: March 22, 2004



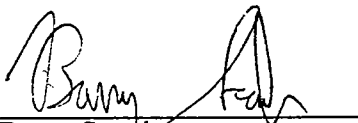
For the Ministry of Community Safety
And Correctional Services



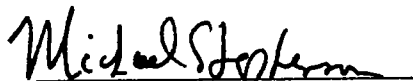
For the Ministry of Children and
Youth Services



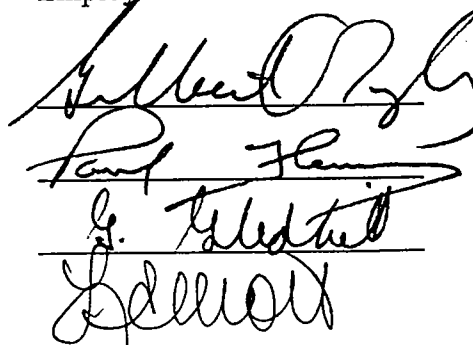
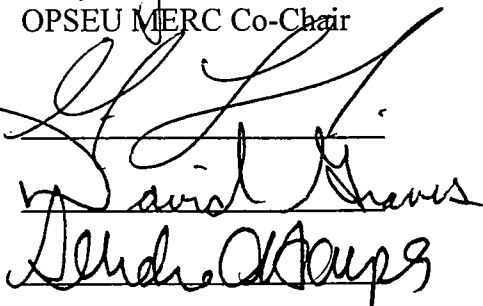
For OPSEU



Barry Scanlon
OPSEU MERC Co-Chair



Michael Stephenson
Employer MERC Co-Chair



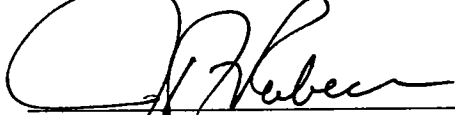
**YOUTH JUSTICE SERVICES (YJS) AGREEMENT #4C
CORRECTIONAL INSTITUTIONAL DISENTANGLEMENT**

REDEPLOYMENT

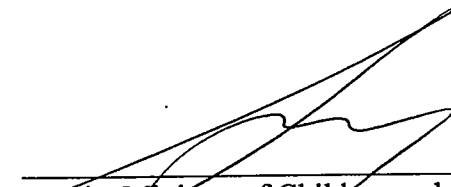
The parties agree to the following with respect to all Ontario Public Service (OPSEU) positions whose work is attached to Correctional Institutional work and job functions currently in the Ministry of Community Safety and Correctional Services and those who transfer to the Ministry of Children and Youth Services.

1. For the purposes of Article 20.5 (Redeployment), positions identified above which are currently in the same classification for the purposes of Article 20.5 shall continue to be treated as being in the same classification and the same ministry.
2. The current practice for Redeployment with respect to the positions in #1 will continue.
3. This redeployment agreement shall cover the period from April 1, 2004 until December 31, 2007.
4. In the event of changes to Article 20.5 as a result of a new OPSEU Collective Agreement, the parties agree to meet and to review any relevant changes that may impact this agreement. Notwithstanding the above, it is the parties intention to maintain the integrity of this agreement.
5. By mutual agreement of the parties, this agreement may be extended.

Dated: March 22, 2004



For the Ministry of Community Safety
And Correctional Services



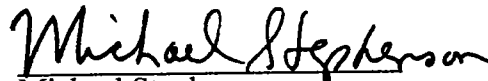
For the Ministry of Children and
Youth Services



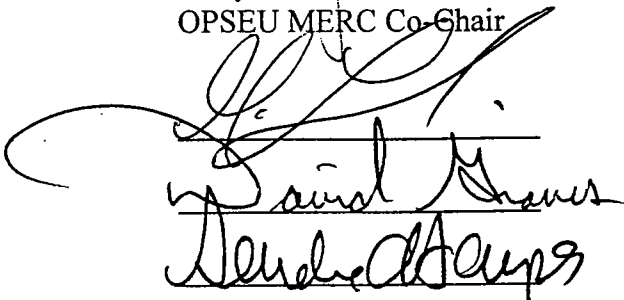
For OPSEU



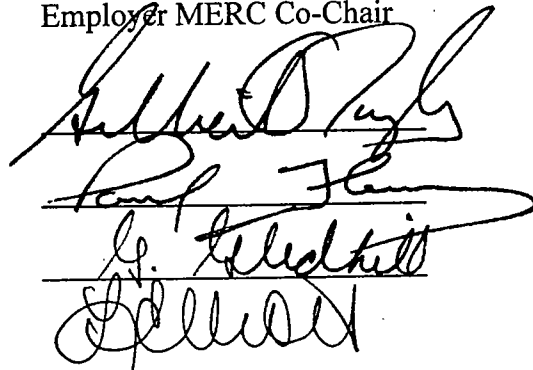
Barry Scanlon
OPSEU MERC Co-Chair



Michael Stephenson
Employer MERC Co-Chair



David M. Jones
MERC Co-Chair



Robert Pugh
MERC Co-Chair

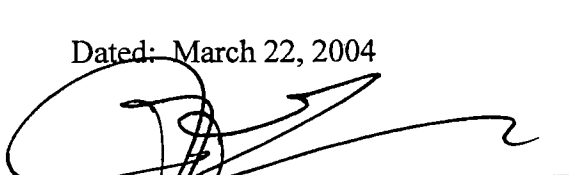
**YOUTH JUSTICE SERVICES (YJS) AGREEMENT #4D
CORRECTIONAL INSTITUTIONAL DISENTANGLEMENT**

VOLUNTARY EXIT OPTION

The parties agree to the following with respect to all Ontario Public Service (OPSEU) positions whose work is attached to Correctional Institutional work and job functions currently in the Ministry of Community Safety and Correctional Services and those who transfer to the Ministry of Children and Youth Services.

1. For the purposes of Article 20.7 (Voluntary Exit Option), positions identified above which are currently in the same classification shall continue to be treated as being in the same classification and the same ministry.
2. The current practice for accessing Article 20.7 (Voluntary Exit Option) with respect to the positions in #1 will continue.
3. This voluntary exit agreement shall cover the period from April 1, 2004 until December 31, 2007.
4. In the event of changes to Article 20.7 as a result of a new OPSEU Collective Agreement, the parties agree to meet and to review any relevant changes that may impact this agreement. Notwithstanding the above, it is the parties intention to maintain the integrity of this agreement
5. By mutual agreement of the parties, this agreement may be extended.

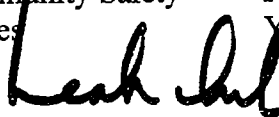
Dated: March 22, 2004



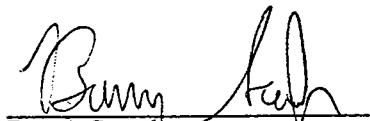
For the Ministry of Community Safety
And Correctional Services



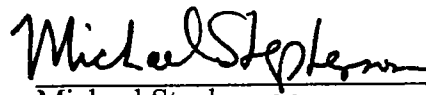
For the Ministry of Children and
Youth Services



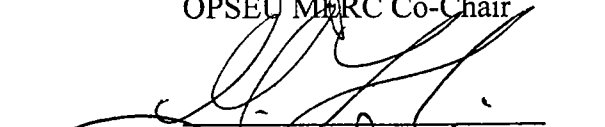
For OPSEU

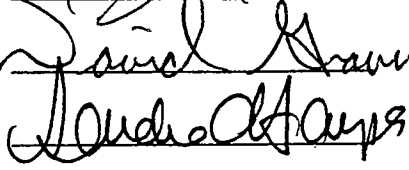


Barry Scanlon
OPSEU MERC Co-Chair



Michael Stephenson
Employer MERC Co-Chair



Daniel Kravitz


Linda Adams



Robert Pugh


Paul Fleming

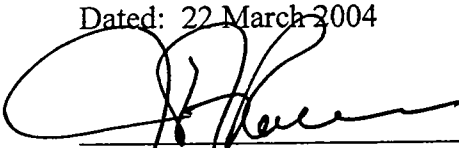

J. Medhill

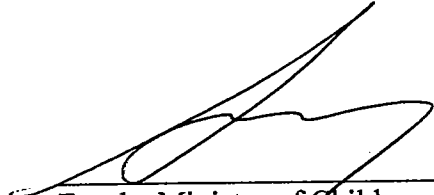

Adewale


**YOUTH JUSTICE SERVICES (YJS) AGREEMENT #3C and 4C
COMMUNITY CORRECTIONS DISENTANGLEMENT
CORRECTIONAL INSTITUTIONAL DISENTANGLEMENT**

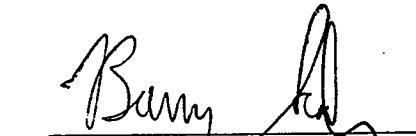
For clarity, the parties agree that the above noted agreements #3C and #4C, dated March 22, 2004, do not impact or change the intent of employee entitlements under Article 20.4 of the OPSEU Collective Agreement.

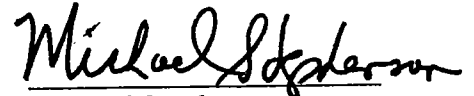
Dated: 22 March 2004

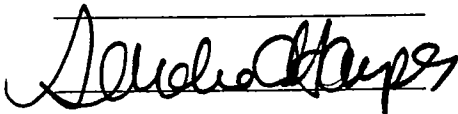

For the Ministry of Community Safety
And Correctional Services

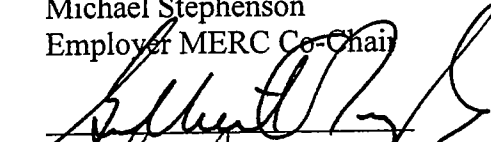
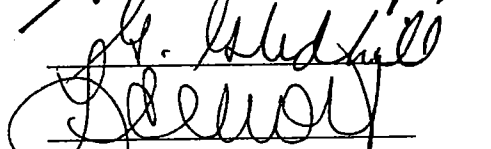


For the Ministry of Children and
Youth Services


For OPSEU


Barry Scanlon
OPSEU MERC Co-Chair


Michael Stephenson
Employer MERC Co-Chair



YOUTH JUSTICE SERVICES (YJS) AGREEMENT #5A
PROBATION AND PROBATION AND PAROLE OFFICERS
COMMUNITY CORRECTIONAL SERVICES
ADULT and YOUTH JUSTICE SERVICES - PHASE 2
APPENDIX 13

The Parties agree to the following with respect to the transfer of Community Corrections functions in the Ministry of Community Safety and Correctional Services (MCSCS) to the Ministry of Children and Youth Services (MCYS):

1. Due to the planned transfer of the work pertaining to Phase 2 Youth Justice Probation Services from Ministry of Community Safety and Correctional Services to the Ministry of Children and Youth Services, the employer agrees that the positions eligible to transfer to MCYS are only those classified as Probation and Probation and Parole Officers currently working in offices that provide Adult and Youth (Phase 2) probation and parole services.
2. Employee(s) in positions/classifications identified in the #1 above shall be given five days to accept or decline the transfer to MCYS. If more employees choose to accept a position identified in #1 above than positions available, the most senior employee(s) will be given the position(s).
3. Should there not be sufficient employees accepting a position in the changed operation's headquarters the employee(s) with the least seniority will be offered the change in headquarters.
4. Entitlement to relocation is in accordance with the February 25, 2002/March 11, 2002 Memorandum of Agreement and Appendix 13 for relocation of the operation beyond a 40 km radius.
5. The employer will determine the effective date of the relocation of the employee.
6. Employees who decline the transfer to MCYS will continue to have rights under the Collective Agreement.

M
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L
MBS

J.L.
D.S. A

7. The parties agree that the employer retains their Article 2 rights.
8. Nothing in this agreement constitutes Union agreement to phases of the Ministry's Youth Justice Services transition plan.

Dated this day of March 2004

For the Union

Brian Leahy
[Signature]
George Hayes
David Dwyer

For the Employer

Michael Stephens
[Signature]
[Signature]
[Signature]

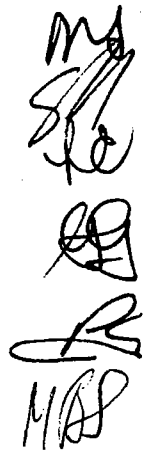
MS
MS
[Signature]
[Signature]
[Signature]

[Signature]
[Signature]
[Signature]

YOUTH JUSTICE SERVICES (YJS) AGREEMENT #5B
PROBATION AND PROBATION AND PAROLE OFFICERS
COMMUNITY CORRECTIONAL SERVICES
ADULT AND YOUTH JUSTICE SERVICES – PHASE 2
ARTICLE 2

The Parties agree to the following with respect to the transfer of Community Corrections functions in the Ministry of Community Safety and Correctional Services (MCSCS) to the Ministry of Children and Youth Services (MCYS):

1. Due to the planned transfer of the work pertaining to Phase 2 Youth Justice Probation Services from Ministry of Community Safety and Correctional Services to the Ministry of Children and Youth Services, the employer agrees that the positions eligible to transfer to MCYS are only those classified as Probation and Probation and Parole Officers positions currently working in offices that provide Adult and Youth (Phase 2) probation and parole services.
2. Employee(s) in positions/classifications identified in #1 above shall be given five days to accept or decline the transfer to MCYS. If more employees choose to accept a position identified in #1 than positions available, the most senior employee(s) will be given the position(s).
3. Should there not be sufficient employee(s) accepting a position in the changed operation's headquarters the employee(s) with the least seniority shall be transferred to the new operational headquarters.
4. The employer will determine the effective date of the relocation of the employee(s).
5. The parties agree that the employer retains their Article 2 rights.



6. Employees who decline the transfer to MCYS will continue to have rights under the Collective Agreement.

7. Nothing in this agreement constitutes Union agreement to phases of the Ministry's Youth Justice Services transition plan.

Dated this 22nd day of March, 2004.

For the Union

Bryan Kelly
[Signature]
David Graves
Michael Hayes

For the Employer

Michael Stephenson
[Signature]
[Signature]
G. Steadhill
[Signature]

MSG
[Signature]
[Signature]
[Signature]
MBS

[Signature]

YOUTH JUSTICE SERVICES (YJS) AGREEMENT #5C
OFFICE ADMINISTRATION GROUP – OAG 8
COMMUNITY CORRECTIONAL SERVICES
ADULT and YOUTH JUSTICE SERVICES - PHASE 2
APPENDIX 13

The Parties agree to the following with respect to the transfer of Community Corrections functions in the Ministry of Community Safety and Correctional Services (MCSCS) to the Ministry of Children and Youth Services (MCYS):

1. Due to the planned transfer of the work pertaining to Phase 2 Youth Justice Probation Services from Ministry of Community Safety and Correctional Services to the Ministry of Children and Youth Services, the employer agrees that the positions eligible to transfer to MCYS are those classified in the Office Administration Group – OAG 8 currently working in offices that provide Adult and Youth (Phase 2) probation and parole services.
2. Employee(s) in positions/classifications identified in the #1 above shall be given five days to accept or decline the transfer to MCYS. If more employees choose to accept a position identified in #1 above than positions available, the most senior employee(s) will be given the position(s).
3. Should there not be sufficient employees accepting a position in the changed operations headquarters the employee(s) with the least seniority will be offered the change in headquarters.
4. Entitlement to relocation is in accordance with the February 25, 2002/March 11, 2002 Memorandum of Agreement and Appendix 13 for relocation of the operation beyond a 40 km radius.
5. The employer will determine the effective date of the relocation of the employee.
6. Employees who decline the transfer to MCYS will continue to have rights under the Collective Agreement.

MBS
QJ
J.L.

A

7. The parties agree that the employer retains their Article 2 rights.
8. Nothing in this agreement constitutes Union agreement to phases of the Ministry's Youth Justice Services transition plan.

Dated this 15th day of April 2004

For the Union

Barry Leahy
Joseph James
Janet O'Connell

For the Employer

Michael Steptean
William O'Connell
G. O'Connell

YOUTH JUSTICE SERVICES (YJS) AGREEMENT #5D
OFFICE ADMINISTRATION GROUP – OAG 8
COMMUNITY CORRECTIONAL SERVICES
ADULT and YOUTH JUSTICE SERVICES - PHASE 2
ARTICLE 2

The Parties agree to the following with respect to the transfer of Community Corrections functions in the Ministry of Community Safety and Correctional Services (MCSCS) to the Ministry of Children and Youth Services (MCYS):

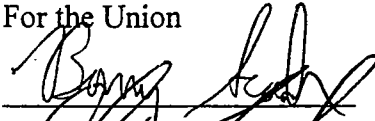
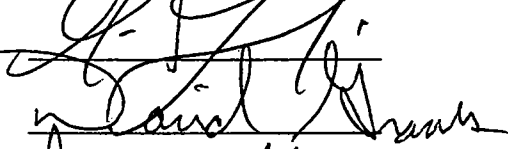

1. Due to the planned transfer of the work pertaining to Phase 2 Youth Justice Probation Services from Ministry of Community Safety and Correctional Services to the Ministry of Children and Youth Services, the employer agrees that the positions eligible to transfer to MCYS are those classified in the Office Administration Group – OAG 8 currently working in offices that provide Adult and Youth (Phase 2) probation and parole services.
2. Employee(s) in positions/classifications identified in the #1 above shall be given five days to accept or decline the transfer to MCYS. If more employees choose to accept a position identified in #1 above than positions available, the most senior employee(s) will be given the position(s).
3. Should there not be sufficient employees accepting a position in the changed operations headquarters the employee(s) with the least seniority shall be transferred to the new operational headquarters.
4. The employer will determine the effective date of the relocation of the employee.
5. Employees who decline the transfer to MCYS will continue to have rights under the Collective Agreement.

MBS
H.L.
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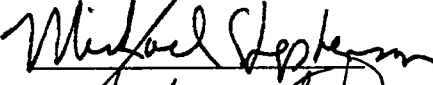

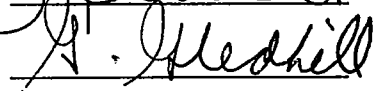
6. The parties agree that the employer retains their Article 2 rights.
7. Nothing in this agreement constitutes Union agreement to phases of the Ministry's Youth Justice Services transition plan.

Dated this 1st day of April 2004

For the Union

For the Employer

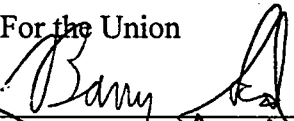

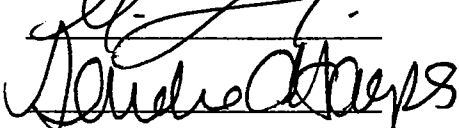




YOUTH JUSTICE SERVICES (YJS) AGREEMENT #5E
OFFICE ADMINISTRATION GROUP –
COMMUNITY CORRECTIONAL SERVICES
ADULT and YOUTH JUSTICE SERVICES

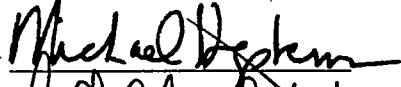
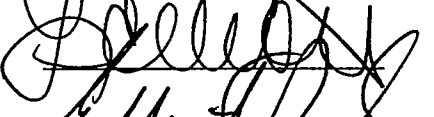
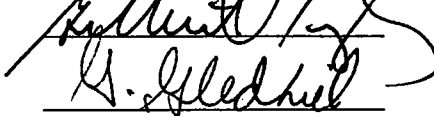
1. The parties agree to meet within three (3 months), of the signing of this agreement to discuss any impact on Office Administration Group employee(s) not identified in YJS Agreements #5C and #5D.

Dated this 1st day of April 2004

For the Union

For the Employer

YOUTH JUSTICE SERVICES (YJS) #6 - DISCLOSURE
COMMUNITY CORRECTIONAL SERVICES
YOUTH JUSTICE SERVICES – PHASE 1

The Employer advises that all OPSEU employees (classified and unclassified) currently included in the Phase 1 Youth Justice Branch of the Ministry of Community Safety and Correctional Services (MCSCS) will be transferred to the Ministry of Children and Youth Services (MCYS) effective April 1, 2004 with the exception of those positions listed in Appendix "A".

This document is an employer disclosure and in no way indicates the Union's approval, consent or agreement with respect to any of the transfer of Youth Justice Services from MCSCS to MCYS.

Dated this 18th day of March 2004

For the Union

Benny Leach
[Signature]
David Graves
Andre Hays

For the Employer

Michael Stephen
[Signature]
[Signature]
[Signature]

1788
me
[Signature]
[Signature]
[Signature]

[Signature]
[Signature]

**YOUTH JUSTICE SERVICES (YJS) #6 - DISCLOSURE
APPENDIX "A"**

NORTHERN REGION

Elliott Lake
Thunder Bay

CENTRAL REGION

Central Toronto
West Toronto

System Officer positions
transferred from Phase I (ComSoc)

MS
S
R
MBS

WJ
L
A

**YOUTH JUSTICE SERVICES (YJS) AGREEMENT #7
TORONTO YOUTH ASSESSMENT CENTRE**

On March 8, 2004 the government announced plans to close the Toronto Youth Assessment Centre by a target date of June 30, 2004.

The parties agree to the following with respect to the Youth Justice Services at the Toronto Youth Assessment Centre:

CLASSIFIED CORRECTIONAL OFFICERS

1. Due to the planned transfer of five (5) classified Correctional Officer positions to Cecil Facer Youth Centre; seven (7) classified Correctional Officer positions to Brookside Youth Centre; ten (10) classified Correctional Officer positions to Hamilton Wentworth Detention Centre and three (3) classified Correctional Officer positions to Bluewater Youth Centre, the Employer agrees that all classified Correctional Officers who own a position at the Toronto Youth Assessment Centre as of the date of the signing of this agreement and who continue to be employed in the OPS will be notified, in writing, of the Ministry's decision to change the operations headquarters.
2. Employees identified in #1 above shall be given five days to accept or decline the change in operations headquarters. If more employees choose to accept a position identified in #1 than positions available, the most senior employees shall be given the positions at the respective work location.
3. Entitlement to relocation is in accordance with the February 25, 2002/March 11, 2002 Memorandum of Agreement and Appendix 13 for relocation of the operation beyond a 40 kms. Radius.
4. The employer will determine the effective date of the relocation of the employee.
5. Correctional Officers who decline the change in headquarters location or who do not have enough seniority to obtain a position under #1 above, shall be surplussed as a Ministry of Community Safety and Correctional Services employees.

Handwritten initials and signatures:
MSB
[Signature]
H.L.
[Signature]

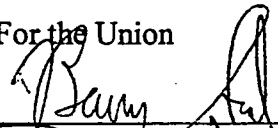
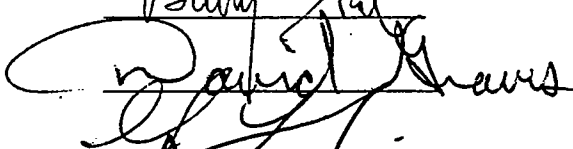
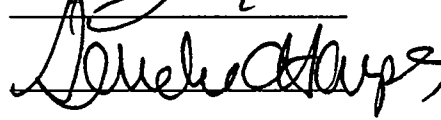
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Handwritten initials and signatures:
H.L.
M
[Signature]

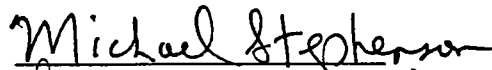
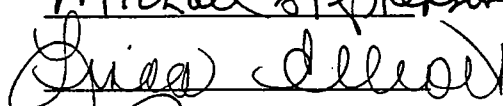
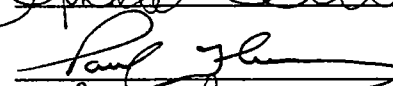
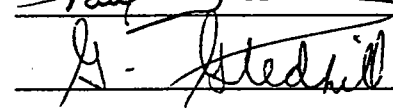
6. The Employer agrees that this process shall be initiated no later than March 31, 2004.
7. The parties agree that the Employer retains their Article 2 rights.
8. Nothing in this agreement constitutes Union agreement to phases of the Ministry's Youth Justice Services transition plan or institutional complement.

Dated this 8th day of March, 2004

For the Union

For the Employer

**YOUTH JUSTICE SERVICES (YJS) AGREEMENT #7
TORONTO YOUTH ASSESSMENT CENTRE**

On March 8, 2004 the government announced plans to close the Toronto Youth Assessment Centre by a target date of June 30, 2004.

The parties agree to the following with respect to the Youth Justice Services at the Toronto Youth Assessment Centre:

CLASSIFIED NON-CORRECTIONAL OFFICERS

1. Due to the planned transfer of the classified positions identified in Appendix A, the Employer agrees that all classified employees in the above noted classifications/positions who own positions at the Toronto Youth Assessment Centre as of the date of the signing of this agreement and continue to be employed in the OPS will be notified, in writing, of the Ministry's decision to change the operations headquarters.
2. Employees in positions/classifications identified in Appendix A shall be given five days to accept or decline the change in operations headquarters. If more employees choose to accept a position identified in Appendix A than positions available the most senior employees shall be given the positions at the respective worksite.
3. Entitlement to relocation is in accordance with the February 25, 2002/March 11, 2002 Memorandum of Agreement and Appendix 13 for relocation of the operation beyond a 40 km radius.
4. The employer will determine the effective date of the relocation of the employee.
5. Non-Correctional officers who decline the change in headquarters location, who do not have enough seniority to obtain a position identified in Appendix A or whose position has not transferred to another worksite, will be surplus as a Ministry of Community Safety and Correctional Services employee.

*WJ
JK*

AA

KE

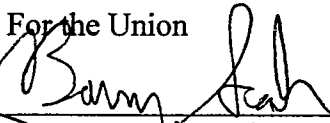

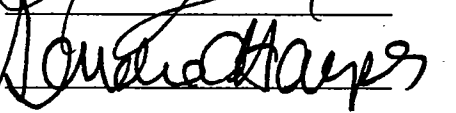
BJ

AM

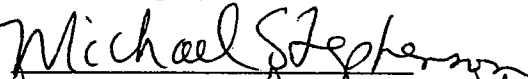

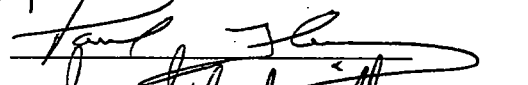
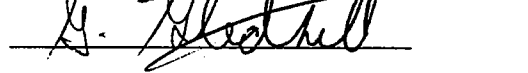
6. The Employer agrees that this process shall be initiated no later than March 31, 2004.
7. The parties agree that the employer retains their Article 2 rights.
8. Nothing in this agreement constitutes Union agreement to phases of the Ministry's Youth Justice Services transition plan or institutional complement.

Dated this 8th day of March 2004.

For the Union

For the Employer

**YOUTH JUSTICE SERVICES (YJS) AGREEMENT #7
TORONTO YOUTH ASSESSMENT CENTRE**

CLASSIFIED NON-CORRECTIONAL OFFICERS

APPENDIX "A"

HAMILTON WENTWORTH DETENTION CENTRE

Psychologist 1	one (1) position
Cook 3	one (1) position
Cook 2	one (1) position
Nurse 2	two (2) positions

M
MSP *CD*
SS *WJ*
SL

BROOKSIDE YOUTH CENTRE

Psychologist 1	one (1) position
Nurse 2	one (1) position
Maintenance Mechanic 2	one (1) position
Recreation Officer 2	one (1) position*

*Note: The classified Recreation Officer 2 position at the Brookside Youth Centre will be offered to qualified Recreation Officers at the Quinte Detention Centre and the Toronto Youth Assessment Centre. If more employees choose to accept the Recreation Officer position than positions available, the most senior employee from a dovetailed seniority list between Quinte Detention Centre and the Toronto Youth Assessment Centre shall be given the position.

SL

**YOUTH JUSTICE SERVICES (YJS) AGREEMENT #7
TORONTO YOUTH ASSESSMENT CENTRE**

On March 8, 2004 the government announced plans to close the Toronto Youth Assessment Centre by a target date of June 30, 2004.

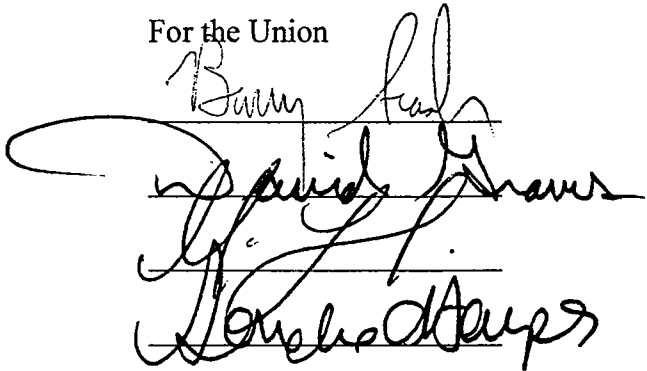
The parties agree to the following with respect to the Youth Justice Services at the Toronto Youth Assessment Centre:

UNCLASSIFIED CORRECTIONAL OFFICERS

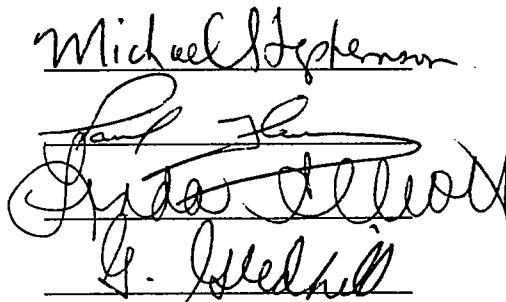
1. The Employer agrees to offer up to 21 unclassified Correctional Officers who currently are under contract to the Toronto Youth Assessment Centre and who have elected to have their contract transferred to an Adult facility, the opportunity to receive the required Adult Correctional Officer Training Program.
2. The period of the Adult Correctional Officer Training program shall be treated as a duty assignment and there will be no charge to the employee for the cost of the course.
3. If more unclassified Correctional Officers choose to accept an opportunity in #1 above than opportunities available, the most senior unclassified Correctional Officers shall be given the opportunity.
4. The Employer will determine the effective date of the transfer of contract.
5. Any issues arising from the implementation of this agreement will be dealt with by the MERC Implementation Committee.

Dated this 8th day of March, 2004.

For the Union


Three handwritten signatures for the Union, each written over a horizontal line. The signatures are in cursive and appear to be Barry Ash, David Brown, and Douglas Adams.

For the Employer


Three handwritten signatures for the Employer, each written over a horizontal line. The signatures are in cursive and appear to be Michael Stephenson, Paul [unclear], and G. [unclear].

**YOUTH JUSTICE SERVICES (YJS) AGREEMENT #8
HAMILTON WENTWORTH DETENTION CENTRE**

**APPENDIX 13 ENTITLEMENTS TO SPRUCEDALE YOUTH CENTRE – FROM
HAMILTON WENTWORTH DETENTION CENTRE**

The parties agree to the following with respect to the Youth Justice Services at the Hamilton Wentworth Detention Centre:

ms

CLASSIFIED CORRECTIONAL OFFICERS

1. Due to the planned transfer of six (6) classified Correctional Officer positions at the Hamilton Wentworth Detention Centre to the Sprucedale Youth Centre, the employer agrees that all classified Correctional Officers who own positions at the Hamilton Wentworth Detention Centre as of the date of the signing of this agreement and continue to be employed in the OPS will be notified, in writing, of the Ministry's decision to change the operations headquarters.
2. Employees identified in #1 above shall be given five days to accept or decline the change in operations headquarters. If more employees choose to accept a position at the Sprucedale Youth Centre than positions available, the most senior employees shall be given the positions.
3. Entitlements to relocation in accordance with the February 25, 2002/March 11, 2002 Memorandum of Agreement and Appendix 13 for relocation of the operation beyond a 40 km. Radius.
4. The Employer will determine the effective date of the relocation of the employee.
5. Correctional Officers who decline the change in headquarters location will continue to have rights under the Collective Agreement.

[Handwritten signatures and initials]
A
MBS
MS
J.F.
Yd
B

6. The parties agree that the Employer retains their Article 2 rights.
7. Nothing in this agreement constitutes Union agreement to phases of the Ministry's Youth Justice Services transition plan or institutional complement.

Dated this 8th day of March, 2004.

For the Union

Benny Seal
Daniel James
John Hayes

For the Employer

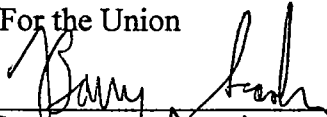
Michael Stephenson
Judith Bell
Paul Fleming
A. Gedmit

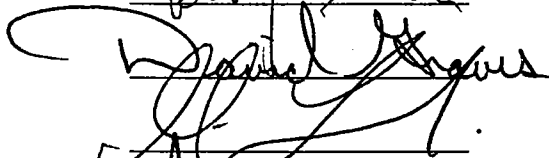
**YOUTH JUSTICE SERVICES (YJS) #10 – DISCLOSURE
COMMUNITY CORRECTIONAL SERVICES
YOUTH JUSTICE SERVICES**

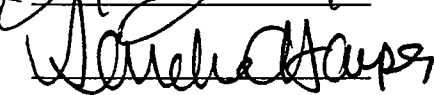
The Employer advises that in accordance with Article 31A.15.1.2 (Conversion of unclassified positions to classified positions), the Ministry of Community Safety and Correctional Services Probation and Parole Officers, Probation Officers and Office Administration employees identified in Appendix A shall be converted effective March 31, 2004. The Union agrees based on the information provided by the Ministry.

Dated this 8th day of April, 2004

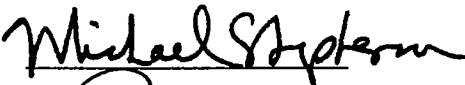
For the Union

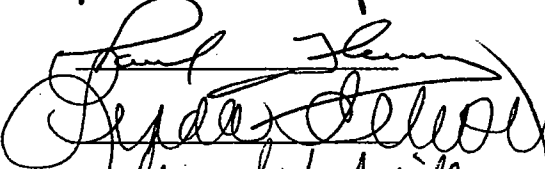







For the Employer







**YOUTH JUSTICE SERVICES (YJS) #11 – DISCLOSURE
SHARED FACILITIES - HAMILTON WENTWORTH DETENTION CENTRE,
KENORA JAIL, THUNDER BAY CORRECTIONAL CENTRE, OTTAWA
CARLETON DETENTION CENTRE and the WINDSOR JAIL**

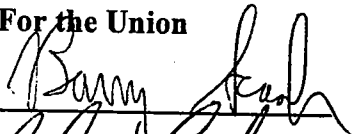
YOUTH UNITS IN ADULT FACILITIES

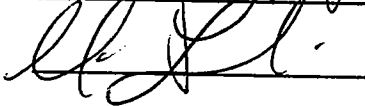
In accordance with Article 2 of the OPSEU Collective Agreement, the Employer advises that employees assigned to work in the Youth Unit in the above noted facilities will perform duties as directed by the Ministry of Children and Youth Services in accordance with Article 2 (Management Rights) of the Collective Agreement.

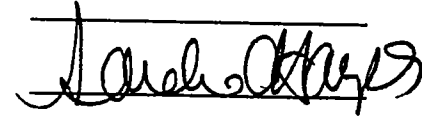
This document is an employer disclosure and in no way indicates the Union's approval, consent or agreement with respect to any of the transfer of Youth Justice Services from MCSCS to MCYS.

Dated this 6th day of April 2004.

For the Union







For the Employer

