

**MEMORANDUM OF AGREEMENT  
ON  
TRANSFORMATIONAL STRATEGY FOR CORRECTIONAL SERVICES  
DIVISION**

**BETWEEN:**

**MINISTRY OF COMMUNITY SAFETY AND  
CORRECTIONAL SERVICES (MCSCS)**

**(The "Employer")**

**AND**

**ONTARIO PUBLIC SERVICE EMPLOYEES UNION (OPSEU)**

**(The "Union")**

Whereas it is understood that it is the Ministry's ultimate responsibility and authority to manage all human rights, diversity, equity and inclusion issues, including organizational change within the Ministry, the Ministry recognizes that the Ontario Public Services Employees Union plays a vital role in the successful implementation of the Ministry's *Transformational Strategy* within the Correctional Services Division.

1. The Parties acknowledge their shared interest and commitment to the development and successful implementation of the Ministry's *Transformational Strategy*, with the establishment of a Diversity Subcommittee of MERC. The committee shall be comprised of four OPSEU members and four Management members with resource persons for both OPSEU and Management as needed. OPSEU portion will be chosen by OPSEU representatives at MERC and the Management portion will be selected by the Ministry.
2. Among the key functions of the MERC Diversity Subcommittee will be:
  - Consult, when possible, on the development of the Ministry's *Transformational Strategy*; consult and/or comment on the establishment of priorities; consult and/or comment on change initiatives;
  - Work jointly in the development of a selection process and the initial recruitment of Local Diversity Working Groups;
  - Liaise with and support the Local Diversity Working Groups in their key areas of responsibility;



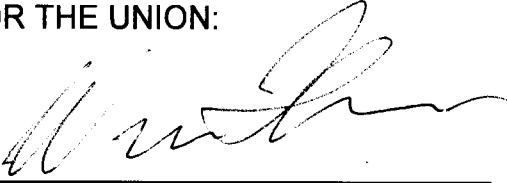
any ongoing requirements from Systemic Change Program Initiatives as ordered by the GSB.

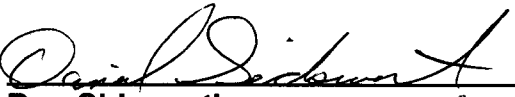
3. Under the authority of and general direction of the Superintendent/Area Managers, the Ministry commits to the establishment of Local Diversity Working Groups across the Correctional Services Division. Among the key functions of these local working groups will be to:
  - advise the Employer on local issues to be considered in the development and implementation of Ministry's *Transformational Strategy* for the Correctional Services Division, and corresponding action plans; and,
  - communicate and champion the *Transformational Strategy* within their workplace through specific initiatives and as a part of regular business;
  - report to the MERC Diversity Subcommittee on a regular basis;
  - The MERC Diversity Subcommittee is responsible for monitoring and guiding the Local Diversity Working Groups.
4. In the assignment of representatives to both the MERC Diversity Subcommittee and the Local Diversity Working Groups, the Parties affirm their commitment to consider and include equitable and inclusive representation on this committee.
5. In the event of a disagreement within a Local Diversity Working Group regarding an issue or initiative, the Parties recognize the responsibilities of both the Local President/Highest Ranking OPSEU officer and the Superintendent/Area Manager. Matters unresolved at the LERC level shall be referred to the Diversity Subcommittee of MERC.
6. Nothing in this memorandum of Agreement restricts either party's right to file a grievance in respect of any matter, or to pursue such grievances before the Grievance Settlement Board, in accordance to the collective agreement.




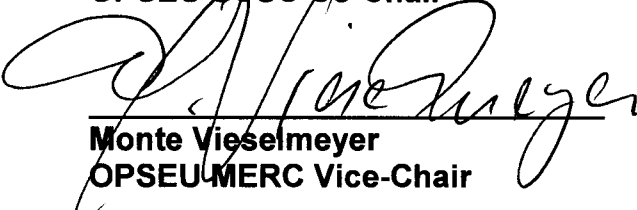
Signed this 20th day of January 2011.

FOR THE UNION:

  
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**Warren (Smokey) Thomas**  
**OPSEU President**

  
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**Dan Sidsworth**  
**OPSEU MERC Co-Chair**

  
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**Gord Longhi**  
**OPSEU SCSC Co-Chair**

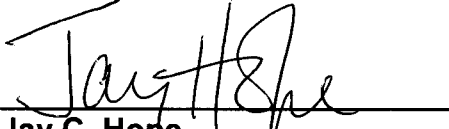
  
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**Monte Vieselmeier**  
**OPSEU MERC Vice-Chair**

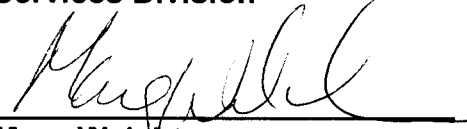
  
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**Jim Mitchell**  
**OPSEU MERC Member**

  
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**Jim Paul**  
**OPSEU Senior Grievance Officer**


  
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**Margaret Smoke**  
**OPSEU A/Human Rights Officer**


FOR THE MINISTRY:

  
\_\_\_\_\_  
**Jay C. Hope**  
**Deputy Minister, Correctional**  
**Services Division**

  
\_\_\_\_\_  
**Marg Welch**  
**Ministry MERC Co-Chair**

  
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**Mary-Jo Knappett**  
**Ministry SCSC Co-Chair**

  
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**David Snoddy**  
**Ministry SCSC Member**

  
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**Shawn Dicks**  
**Ministry SCSC Resource**