

**MINISTRY OF CHILDREN AND YOUTH SERVICES
MINISTRY EMPLOYEE RELATIONS COMMITTEE
(MERC)**

February 14, 2017

OPSEU

5757 Coopers Avenue, Mississauga

10:00 am- 4:30 pm

<p><u>For Management:</u></p> <p>Mark Mikoluff (Co-Chair) Karen Martin Ian Kerr Akyva Spiegel</p>	<p><u>For OPSEU:</u></p> <p>Glenna Caldwell (Co-Chair)* Sandra Harper Peter Harding Iraj Pakzamir</p>
---	---

Guests: Madeline Davidson, MCSS/MCYS

Regrets: Jasvinder Mahal

Observer:

Minutes: Kareena Chulu

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED	TIMEFRAME FOR ACTION
<u>STANDING ITEMS:</u>			
Child Welfare	No Update.		
Children's Mental Health	No Update.	Management to follow up and report back.	Next meeting
Youth Justice	No Update.		
Facility Administrators List	Management advised list provided is up to date.		

Organizational Renewal Directorate (Division)	MERC co-chairs were invited to a meeting on February 22.	Update at next meeting.	Next meeting
Thistledown Regional Directorate	Parties have resolved this matter.	Remove from agenda.	
Brookside and RMYC Transformation	Update given at progress at January 3, 2017 Youth Justice meeting, no update since the last meeting.	Update when information is available.	
TEI Stats and Opportunities and Retirements	SBU update – continuing to receive applications. Union recommends approval be granted based on seniority.	Employer continues to accept requests / applications.	
CPRI Transformation	Management advised the pilot is starting to wind up in regards to how service delivery is changing. Aiming to communicate updates to facility prior to next MERC meeting.	Update at next MERC.	
Justice Sector Transformation Task Force	No updates.	Employer to follow up.	

Probation Services Transformation Task Force	No updates.		
MCYS: Because Young People Matter Report	Presentation was held on January 3, 2017 at the Youth Justice Meeting. Employer to follow up and determine whether will be required for March 3, 2017 meeting.	Update at next meeting.	
Attendance Support Management Program (ASMP)	Employer provided stats breakdown. Union has requested a breakdown by probation office. Union has also requested clarification of 'non-probation'.	Update at next meeting.	
Probation Officer Recruitment Policy (PORP) Stats	Management provided stats for 2015. Management to provide 2016 stats.	Update at next meeting.	
<u>Business Arising from Minutes:</u>			
Backfills in Community CA (Appendix COR30)	Implemented. Numbers to be tracked.	Update at next meeting.	
Uniform Point System	Management advised this will be implemented on April 1, 2017. Union has requested the creation of an MOA and attached agreements as appendices, with attached joint correspondence to the facilities for explanation.	Update to be provided on March 3, 2017	
International Adoption Unit, Service Delivery Division	Work is ongoing, employer to report on policies available.	Remove from agenda.	

Frisk Searching	<p>No further update.</p> <p>The employer is currently reviewing Canadian jurisdictional practices.</p> <p>Refer to Youth Justice Sub-Committee</p>	Update at next MERC	
FXT Shift Cancellation Protocol	Refer to Youth Justice Sub-Committee.	MERC YJ March 3, 2017	
CA appendix 29 (Violence Stats for CPRI and Non-YJ)	Employer to follow up to determine reporting process and records maintenance.	Employer to provide update at next meeting.	
HPRO in YJ facilities adjust to use FXT Seniority Versus Start Date	<p>MOA signed by the parties.</p> <p>Implementation start date is the first Monday of March (2017).</p> <p>Communication to be distributed to the facilities.</p>	Remove from agenda.	
Dual Contracts (Recreation Officer / YSO)	Item deferred to Youth Justice Sub-Committee	Bring back to next MERC.	

<p>Court Liaison Officer and Institution Liaison Officer</p>	<p>Employer provided document from YJ Sub-Committee – breakdown of how positions are currently being filled.</p> <p>The parties agreed that it will be an EOI of a 2 year rotation. Where there is a lack of interest, it can be a rotational duty assignment. In the event no other staff is interested, the incumbent can encumber the position for longer than 2 years.</p>	<p>Employer to follow up and provide update at next meeting.</p>	
<p>CPRI Child Care Worker 3 and UN Special Cases</p>	<p>Employer advised this is at the CERC table. Agreement states if the parties do not agree this will remain at the CERC table.</p> <p>Union provided a list of positions raised at the CERC that overlap.</p> <p>Positions include:</p> <ul style="list-style-type: none"> • Food Services Officer • Nurse 2, General • Psychometrist 2 • Probation & Parole, Administrative Support Clerk • Maintenance Electrician • Maintenance Mechanic 3 • Maintenance Plumber 	<p>Remove from agenda</p>	
<p>CFYC Emergency Response Night Shift</p>	<p>Union Requests a total of 5 YSO staff at all times, employer to investigate.</p>	<p>Employer to respond by next meeting.</p>	
<p>CFYC Cooks and HRPO</p>	<p>Cooks are now utilizing HRPO.</p>	<p>Remove from agenda.</p>	
<p>CPRI Class Action Lawsuit Update</p>	<p>Information around lawsuit is available publicly. Direction to staff has been given not to speak about the matter.</p>	<p>Remove from agenda.</p>	

	Employer to update upon conclusion.		
Updates:			
Anti-Discrimination Systemic Change – ADSC (ABLE, Rotation, Short Term Assignments)	Auditors will be in the field during the month of March (2017).	Update at next meeting.	
Health & Safety – Occupational Stress Injuries	Committee work continues.	Update at next meeting.	
Health and Productivity-HPP YJ	Training of new SMAs on May 9, 2017. Annual refresher training on May 10, 2017.		
Training and Development -T & D	Committee work continues.		
New Business:			
PO Licenses	<p>Parties agree that a driver's license is not a Bona Fide Occupational Requirement.</p> <p>Employer to investigate avenues to have the requirement removed from the job description for the Probation Officer position.</p> <p>Employer to communicate with HRSDD Recruitment Services.</p>	Update at next meeting.	
2017 Meeting Dates	<p>May 17, 2017 – RMYC</p> <p>September 19, 2017 – OPSEU (5757 Coopers)</p> <p>November 29, 2017 – OPSEU (5757 Coopers)</p>		

OPSEU CHAIR

DATE SIGNED

MANAGEMENT CHAIR

DATE SIGNED