

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

**November 20, 2018
@ Brookside Youth Centre
390 King St E, Cobourg, ON
10:00 am- 4:00 pm**

<u>For OPSEU:</u> Glenna Caldwell (Co-Chair)* Sandra Harper Peter Harding Mike Fallon		<u>For Management:</u> Mark Mikoluff (Co-Chair) Karen Martin Jasvinder Mahal	
<i>Guests:</i> Johanna Sinclair <i>Regrets:</i> <i>Observer:</i> <i>Minutes:</i> Rupal Patel			
AGENDA ITEMS	DISCUSSION	ACTION REQUIRED	TIMEFRAME FOR ACTION
1. <u>Review of Agenda</u>			
2. <u>Presentations</u>			
Employee Family Assistance Program (EFAP)		Deferred to next MERC	
3. <u>Standing Items:</u>			
CERC Update	Parties have been advised that former MCYS Unified OPSEU bargaining unit employees have had their MERC representation transferred to the MCCSS Unified MERC		

	<p>effective as of Monday October 29, 2018.</p> <p>Former MCYS Corrections OPSEU Bargaining Unit employees will now be represented by the MCCSS YJ MERC.</p> <p>The parties to these minutes believe that CPRI should continue to be represented by the MCCSS YJ MERC.</p> <p>Items as indicated below will be transferred for follow-up to the MCCSS Unified MERC.</p>		
Child Welfare	Moved to MCCSS Unified MERC		Remove from agenda
Children's Mental Health	Moved to MCCSS Unified MERC		Remove from agenda
Youth Justice	No updates		Next meeting
Brookside and RMYC Transformation	No updates		Next meeting
Facility Administrators List	No updates		Next meeting
Organizational Renewal Directorate (Division) - Regional Modernization initiative	As per the July 24, 2018 Memorandum, ORD was formally closed July 18, 2018.		Remove from agenda
TEI Stats and Opportunities and Retirements	<p>16 pending TEIs in YJ.</p> <p>Union encourages employer to support and approve TEIs.</p>		Next meeting
CPRI Transformation	Moved to MCCSS Unified MERC		Remove from agenda
Justice Sector Transformation Task Force	No updates		Next meeting
Probation Strategy	Presentation provided to update on the pilot implementation.		Next meeting
Attendance Support Management Program (ASMP) Statistics	Second quarter stats provided.		Next meeting

	Third quarter stats to be provided once available.		
Probation Officer Recruitment Policy (PORP) Stats Provided Annually in First Quarter	Employer to provide stats during MERC quarters.		Next meeting
Backfills in Community CA (Appendix COR30)	EOI posted November 16 th – 25 th , 2018. Eligibility list to be shared when available.		Next meeting
4. <u>Business Arising from Minutes:</u>			
Frisk Searching	Union requests to allow frisk search of youth by all YSOs. Employer to provide response next MERC.		Next meeting
Escort Training for New Recruits	Process under development.		Next meeting
Transgender Youth Policy in YJ Facilities	Employer to send policy to MERC.		As soon as possible
IT Business Applications Trainer Query	New positions are filled on a temporary basis. Employer intends to fill them permanently in the future.		Remove from agenda
Community Hubs (Presentation & MCCSS Involvement)	No update at this time		Next meeting
FXT Ratio for YSO's	Employer is not prepared to discuss FXT ratios at this time.		Remove from agenda
FXT Split Shifts	Employer to report back next meeting		Next meeting
Licensing and Compliance: Program Advisors	Moved to MCCSS Unified MERC		Remove from agenda
MCCSS YJ: MOA Rollovers for non YSO/ PO	Deferred		Next meeting
Laterals: PO Admin	Deferred		Next meeting
CPRI and MOHLTC Disclosure	Moved to standing items. Move to MCCSS Unified MERC		Remove from agenda

CISM Status	CISM continues as per past practice		Remove from agenda
Status of MERC	Former MCYS Corrections OPSEU Bargaining Unit employees will now be represented by the MCCSS YJ MERC.		Remove from agenda
Government's Line by Line Audit	Deferred		Next meeting
Review of Psych Testing for YSO Recruitment	Union understands an internal review was conducted with regards to psych testing and is requesting the findings and recommendations. Union requests YSO hiring Psych test be replaced with MCSCS version.		Next meeting
Ministry Integration	No update at this time		Remove from agenda
5. <u>Updates:</u>			
Anti-Discrimination Systemic Change – ADSC Stats	Employer to provide stats. Next ADSC meeting is January 15, 2019		As soon as possible
Occupational Stress Injuries	The COPSQ survey was launched September 13 th for both probation and facilities. Review of final report underway. Next meeting December 4, 2018.		Next meeting
Health and Productivity-HPP YJ	Next Community of Practice meeting is January 8, 2019		Next meeting
Training and Development -T & D	Next meeting date TBD		Next meeting
6. <u>New Business:</u>			

OPS Survey	Presentation provided.		
MAYSI 2	Presentation provided.		
Audio Recording in Escort Vehicles	Union requests that audio recording in escort vehicles be dismantled.		Next meeting
Fixed Term YSO Rollover MOA	MOA signed		Remove from agenda
Child Advocate Office	After the announcement that Child Advocate Office will be integrated into Ombudsman's office. Employer to ascertain practical implications and advise accordingly.		As soon as possible
Landlines and Going Paperless and YJ Impact	Multi Bargaining Agent received a presentation re Landlines and Going Paperless. Union asked for update on YJ impact		Next meeting
Suggest Future FXT YSO Hiring Dedicated to RMYC	Union proposes the next 3 new recruit classes be dedicated to RMYC.		Next meeting
MCCSS YJ Code of Conduct	A revised Code of Conduct was implemented in October 2018. Union articulated concerns as to why new version required and raised content concerns.		Next meeting
<u>2019 Meeting Dates</u>			
2019 Meeting Dates	February 6, 2019 June 4, 2019 September 17, 2019 November 26, 2019		

Original signed by Glenna Caldwell
OPSEU CHAIR

Nov 20, 2018
DATE SIGNED

Original signed by Mark Mikoluff
MANAGEMENT CHAIR

Nov 20, 2018
DATE SIGNED