



Ministry of Community Safety
and Correctional Services

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MEMORANDUM TO: Correctional Services Division Staff

FROM: Jay C. Hope
Deputy Minister
Correctional Services Division

Warren (Smokey) Thomas
President
Ontario Public Service Employees Union

DATE: May 16, 2011

SUBJECT: **TRANSFORMATIONAL STRATEGY**

The Correctional Services Division within the Ministry of Community Safety and Correctional Services and the Ontario Public Service Employees Union (OPSEU) have entered into a Memorandum of Agreement which demonstrates our commitment to the development and successful implementation of the Ministry's *Transformational Strategy*. The agreement establishes a Diversity Subcommittee of Ministry Employee Relations Committee (MERC) as the proper forum for consultation, comment and discussion.

The Ministry has the ultimate authority and responsibility to manage all human rights, diversity, equity and inclusion issues, including organizational change. The Ministry acknowledges that OPSEU plays a vital role in the successful implementation of the *Transformational Strategy*.

We agree and confirm that the Ministry's *Transformational Strategy* will be the subject of discussions and consultations at both the corporate and local levels through the establishment of:

- a Diversity Subcommittee of MERC, and of

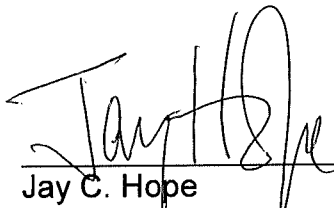
- Local Diversity Working Groups (LDWG) (replacing the Local Systemic and Anti-Racism Organizational Change Committees, where they exist).

The Ministry and OPSEU Co-Chairs at MERC will identify their representatives on the newly created Subcommittee at the earliest opportunity. Over the coming weeks and months, the Subcommittee will develop the selection process and proceed with the initial recruitment of the Local Diversity Working Groups.

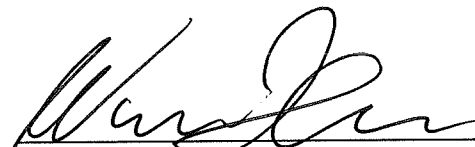
Agreement has also been reached on the Terms of Reference for the above mentioned Subcommittee and LDWG and also for the Systemic Change Steering Committee (formerly the Systemic and Anti-Racism Organizational Change Steering Committee). The Systemic Change Steering Committee supports the Ministry in fulfilling its responsibilities arising from Orders issued by the Grievance Settlement Board under the O'Brien ruling in 1995 on matters related to sexual harassment and gender discrimination.

The Memorandum of Agreement; Terms of Reference for Diversity Subcommittee of MERC and Local Diversity Working Groups; and, Terms of Reference for the Systemic Change Steering Committee are attached.

The Ministry and OPSEU would like to take this opportunity to extend our thanks and appreciation to our representatives for their efforts and accomplishments in these negotiations. We are confident that these agreements will ensure that OPSEU representatives and employees involved at the local level will have a forum for discussion in the Ministry's change initiative and provide the necessary framework and structure to support the Ministry as it strives to become a more diverse, equitable, inclusive and respectful organization for all employees and in all areas of service delivery.



Jay C. Hope
Deputy Minister, Correctional
Services Division, MCSCS



Warren (Smokey) Thomas
President, OPSEU

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

BETWEEN:

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

(The "Employer")

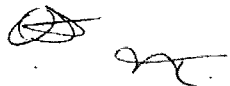
AND

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;

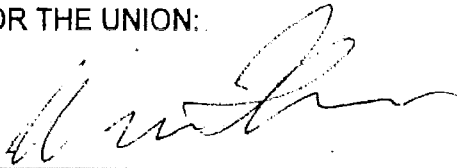


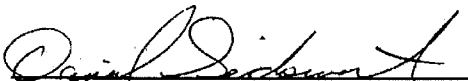
- At such time as the Systemic Change Steering Committee (SCSC) is disbanded, the Diversity Subcommittee of MERC will attend to any ongoing requirements from Systemic Change Program Initiatives as ordered by the GSB.
3. Under the authority of and general direction of the Superintendent/Area Managers, 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.

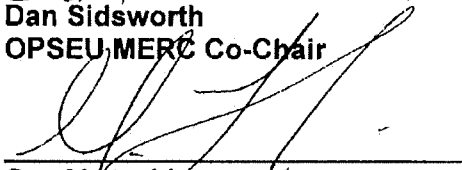


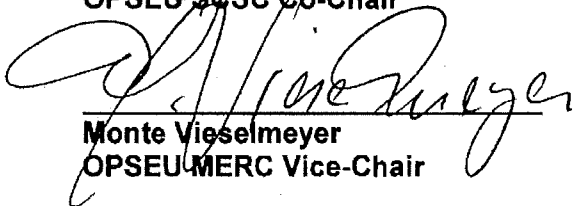
Signed this 20th day of January 2011.

FOR THE UNION:



Warren (Smokey) Thomas
OPSEU President


Dan Sidsworth
OPSEU MERC Co-Chair


Gord Longhi
OPSEU SCSC Co-Chair

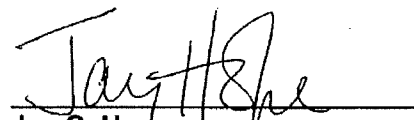

Monte Vieselmeyer
OPSEU MERC Vice-Chair

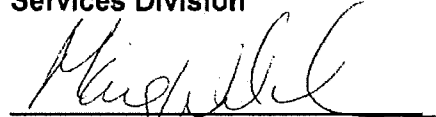

Jim Mitchell
OPSEU MERC Member


Jim Paul
OPSEU Senior Grievance Officer

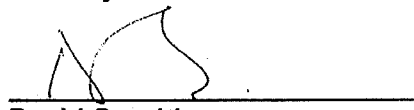

Margaret Smoke
OPSEU A/Human Rights Officer

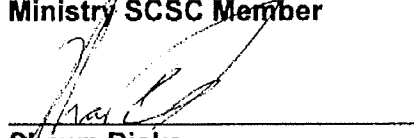
FOR THE MINISTRY:


Jay C. Hope
Deputy Minister, Correctional
Services Division


Marg Welch
Ministry MERC Co-Chair


Mary-Jo Knappett
Ministry SCSC Co-Chair


David Snoddy
Ministry SCSC Member


Shawn Dicks
Ministry SCSC Resource

