

**MINISTRY OF CHILDREN, COMMUNITY AND SOCIAL SERVICES  
MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC)**

**May 10, 2022**

**Location – Brampton Probation Office**

**9:00 am- 3:30 pm**

<u>For OPSEU:</u>  Pete Harding (Co-Chair) Sandra Harper Mike Fallon Johanna Sinclair		<u>For Management:</u>  Mark Mikoluff (Co-Chair)* Karen Martin Jasvinder Mahal	
<i>Guests: Charlene Tardiel</i> <i>Regrets:</i> <i>Observer:</i> <i>Minutes: Lesley Lalonde</i>			
AGENDA ITEMS	DISCUSSION	ACTION RE- QUIRED	TIMEFRAME FOR ACTION
<b>1. <u>Review of Agenda</u></b>			
<b>2. <u>Presentations</u></b>			
<b>3. <u>Standing Items:</u></b>			
Youth Justice Modernization	No updates.		Next meeting
Facility Administrators List	List updated Feb. 2022		Next Meeting
TEI Stats and Opportunities & Re-tirements	Stats were provided by Employer. 12 pending TEI.		Next meeting
Probation Strategy	No updates.		Next meeting

Employee Attendance Support Program (EASP) Statistics	Employer will provide when available for 2021 and 2021/2022.		Next meeting
Probation Officer Recruitment Policy (PORP) Stats Provided Annually in First Quarter	2021 Stats were provided.		April 2023
Backfills in Community CA (Appendix COR30)	Backfills continue. New list was provided to Sr. Managers in December 2021 for 2022 opportunities.		December 2022
Anti-Discrimination Systemic Change – ADSC Stats	Future stats to be provided annually at the first quarter MERC meeting.  Employer to send current WDHP stats when available.		Next meeting
<b>4. <u>Business Arising from Minutes:</u></b>			
Formalizing FxT Rollover/CSD chart as a MOA.	The parties will work together to develop a document related to FxT seniority.  To be completed in conjunction with implementation of new C.A.		June 14/22
Facility staffing levels	Union expressed grave concern about the staffing levels at all five DO facilities. New YSO recruit graduates: Fiscal 2019/20 – 102 with 5 classes Fiscal 2020/21 – 22 with 2 classes Union states these numbers are not keeping up with attrition.		Next meeting  Employer will report back.
Probation Staffing Levels/Case Loads	The Union has identified developing inequities between offices and zones for caseload/workload.  The parties are reviewing solutions at the local level.		Remove from agenda
PO's Assigned to Cover Other Offices	Union states that some vacancies are not being backfilled which is causing additional workload to probation officers in other probation offices.		Remove from agenda.

	Employer will fill vacancies as required.		
Cecil Facer Youth Centre Update	No updates.		Next meeting
FXT Quarterly Facility Reports	<p>The Parties would like to reiterate that fixed term hours are to be provided quarterly in accordance with Appendix COR 8.</p> <p>When providing the hours, the Employer will also provide a mechanism for dispute which needs to be initiated within 20 business days of distribution of FXT Quarterly hour reports.</p> <p>Employer will contact facilities regarding tracking of all hours.</p>		Next meeting
<b>5. <u>Updates:</u></b>			
Occupational Stress Injuries	Next meeting – June 15, 2022		Next meeting
Health and Productivity Program (HPP) – YJ HPP	Next meeting – HPP training planning meeting May 11/22 HPP Community of Practice (COP) membership updated. New Subject Matter Advisors identified for training May 31/22.		Next meeting
Training and Development -T & D	Next Meeting - June 9, 2022		Next meeting
Divisional Health and Safety	Next meeting – June 2, 2022		Next meeting

<b>6. <u>New Business:</u></b>			
Roy McMurtry Youth Centre Staffing Issues	Union presented document related to staffing concerns at RMYC. Further conversation at next meeting. Employer will confer with RMYC.		Next meeting
Vacancies Sprucedale Youth Centre	Union identified a number of vacancies and requested these to be filled on a permanent basis. Employer will report back.		Next meeting
<b><u>2022 Meeting Dates</u></b>			
2022 MERC Meeting Dates	March 9, 2022 – 10:00am – 4:00pm – Teams May 10, 2022 – 10:00am – 4:00pm – Brampton Probation June 14, 2022 – 10:00am – 4:00pm – RMYC Sept. 27, 2022 – 10:00am – 4:00pm - TBD Dec. 6, 2022 – 10:00am – 4:00pm – TBD		
2022 ADRC Probation Meeting Dates	Jan. 11, 2022 – 10:00am – 4:00pm - TBD Mar.1, 2022 – 10:00am – 4:00pm – RMYC May 10, 2022 – 10:00am – 4:00pm – RMYC* June 29, 2022- 10:00am – 4:00pm – RMYC Aug. 30, 2022 – 10:00am – 4:00pm – RMYC Oct.12, 2022 – 10:00am – 4:00pm – RMYC Dec.13, 2022 – 10:00am – 4:00pm – RMYC		

Original signed by:  
Pete Harding

OPSEU CHAIR  
Date Signed, May 10, 2022

Original signed by:  
Mark Mikoluff

MANAGEMENT CHAIR  
Date Signed, May 10, 2022