

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

**Dec. 6th, 2022
Location – RMYC
10:00 am- 4:00 pm**

<u>For OPSEU:</u> Pete Harding (Co-Chair) * Sandra Harper Mike Fallon Johanna Sinclair		<u>For Management:</u> Charlene Tardiel (Co-Chair) Karen Martin Jasvinder Mahal	
Guests: Patrick De Brou Regrets: Johanna Sinclair Observer: Minutes: Lesley Lalonde			
AGENDA ITEMS	DISCUSSION	ACTION REQUIRED	TIMEFRAME FOR ACTION
1. <u>Review of Agenda</u>			
2. <u>Presentations</u>			
3. <u>Standing Items:</u>			
Youth Justice Modernization	No updates.		Next meeting
Facility Administrators List	Employer to send revised list to Union. Josh Dele-garde YCA (A) RMYC. Andy Shephard YCDA (A) SYC.		Next meeting
TEI Stats and Opportunities & Re-tirements	TEI – 12 as of Nov. 30 th , 2022.		Next meeting

Probation Strategy	The Employer will not be pursuing at this time.		Remove from agenda
Employee Attendance Support Program (EASP) Statistics	Employer will provide when available for 2021 and 2021/2022. The Employer will arrange a presentation from CASMO for MERC table.		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)	New EOI call out has been completed for 2023.		September 2023
Anti-Discrimination Systemic Change – ADSC Stats	Stats for 2021/2022 were provided.		Second meeting of 2023
4. <u>Business Arising from Minutes:</u>			
Formalizing FxT Rollover/CSD chart as a MOA.	The parties will work together on Dec. 8 th , 2022, to develop a document related to FxT seniority.		Next meeting
Facility staffing levels	Union expressed grave concern about the staffing levels at all five DO facilities. Employer recognizes the union's concerns and is working with the Director to understand and reconcile numbers.		Next meeting
Cecil Facer Youth Centre Update	No updates.		Next Meeting
E-Roster Sprucedale - Union Time	With HPro the Union was given 4 hours every two weeks to review and monitor. With the introduction of E-Roster, Sprucedale has eliminated the 4 hours for monitoring.	Employer to report back.	Next meeting
ADRC- documents	Parties will consolidate and update the original document and two addendums into one document.		Remove from agenda

MOA – EOI – Female Unit	EOI was executed.		Remove from agenda
5. <u>Updates:</u>			
Occupational Stress Injuries	Next meeting – December 7, 2022		Next meeting
Health and Productivity Program (HPP)	HPP COP met Nov. 16, 2022. Provincial team meeting – Feb. 2023 at Coopers Building.		Next meeting
Training and Development -T & D	Next Meeting – March 23, 2023		Next meeting
Divisional Health and Safety	Next meeting – March 22, 2023		Next meeting
6. <u>New Business:</u>			
Youth Justice Division Org Effectiveness Review Update (OPSEU)	MERC encourages staff to participate in any future surveys/working groups. Employer to update once review is completed.		Next meeting
Provincial Women’s Network – Terms of Reference	Deferred for review.		Next meeting
Sergeants/Youth Services Managers	The Union raised concerns that MCCSS -YJ has not approached the Union on the GSB decisions regarding middle managers in SOLGEN and YJ. The Union requests a discussion with the Employer on the implementation of unionizing YSMs.		Next meeting
Dual Contracts e.g., YSO/Recreation	Union strongly encourages the Employer to post for dedicated fixed term Recreation Officers.		Next meeting

EOI for the Change Champions/Change Allies from CIU	Union requesting a break down of numbers, worksite, and classification of applicants.		Next meeting
Justice Centre Hubs	Union inquired as to the status of Justice Centre Hubs. Union expressed concerns of non-unionized employees doing the work of Probation Officers.	Employer to follow up.	Next meeting
ADMO	The Union would like to invite ADM Mitchell to attend a future MERC meeting.		Remove from agenda
<u>2023 Meeting Dates</u>			
2023 MERC Meeting Dates	Mar. 7, 2023 – RMYC - 10:00am May 17, 2023 – RMYC – 10:00am Sept. 27, 2023 – RMYC – 10:00am Dec. 6, 2023 – RMYC – 10:00am		
2023 ADRC Meeting Dates Coopers/RMYC – 9:30am	Jan.18, 2023 Feb. 7, 2023 Mar. 9, 2023 April 5, 2023 May 11, 2023 June 23, 2023 July 19, 2023 Sept. 28, 2023 Oct. 19, 2023 Nov. 15, 2023 Dec. 5, 2023		

Original signed by: Pete Harding

OPSEU CHAIR

Date: Original signed, Dec. 6, 2022.

Original signed by: Charlene Tardiel

MANAGEMENT CHAIR

Date: Original signed, Dec. 6, 2022