

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

Mar. 10, 2023

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: Angie Doufexis, Patrick DeBrou Regrets: 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 – 11 as of March 10 th , 2023.		Next meeting

Employee Attendance Support Program (EASP) Statistics	Employer will provide when available for 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	2022 Stats to be provided.		May 2023 (next reporting)
Backfills in Community CA (Appendix COR30)	Roll up of names will be provided to the Union.		September 2023 (next roll out)
Anti-Discrimination Systemic Change – ADSC Stats Annually after first quarter	Stats for 2022/2023 will be provided in first quarter.		Next meeting
4. <u>Business Arising from Minutes:</u>			
Formalizing FXT Rollover/CSD chart as a MOA.	Parties will work together, to develop a document related to FxT seniority. Date to be scheduled.		Next meeting
Facility staffing levels	Union expressed grave concern about the staffing levels at all five DO facilities. At the next MERC the parties will provide FTE YSO numbers by facility. Program Information and Evaluation Unit Director will be consulted by the Employer team regarding recruitment.		Next meeting
Cecil Facer Youth Centre Update	The plans to transfer Cecil Facer Youth Centre to SOLGEN was announced to all staff Feb. 6/23. Union requesting regular updates on construction plans while YJD continues to operate at CFYC.		Next Meeting

Improving and maintaining local Labour Relations. (Appendix COR 26)	The parties agree to meet to review and update this agreement.		Next meeting
Youth Justice Division Org Effectiveness Review Update (OPSEU)	MERC encourages staff to participate in any future surveys, and virtual or in-person focus sessions. The survey will remain open until the focus sessions are completed by third party. Employer to update once review is completed.		Next meeting
Provincial Women's Network – Terms of Reference	The Provincial Committee has reviewed the ToR which will be forwarded to MERC.		Next meeting
Sergeants/Youth Services Managers	The Employer disagrees with the Union's position that YSMs should be unionized in the OPSEU Correctional Bargaining Unit. The Union has filed a new grievance to the GSB on the issue.		Remove from agenda
Dual Contracts e.g., YSO/Recreation	Union strongly encourages the Employer to post for dedicated fixed term Recreation Officers. The Employer will not make any changes at this time.		Remove from agenda
EOI for the Change Champions/Change Allies from CIU	Union requesting a break down of numbers, worksite, and classification of applicants. Employer will report back.		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

5. Updates:

Occupational Stress Injuries	Next meeting –May 31, 2023		Next meeting
Health and Productivity Program (HPP)	Provincial team meeting occurred Feb. 22, 2023. New SMA training – within the next two months. To be confirmed.		Next meeting
Training and Development -T & D	Next Meeting –April 27, 2023		Next meeting
Divisional Health and Safety	Next meeting – March 22, 2023		Next meeting
6. <u>New Business:</u>			
New Toronto Courthouse	OPSEU tabled a number of questions with regard to the new Courthouse opening in Toronto. Discussion next meeting.		Next meeting
Daily calls - Administrators, Senior Managers, Sr. Employer Relations	Union recommends daily morning YCA calls be reinstated to improve communication among DO sites. Employer is satisfied with current process.		Remove from agenda
FXT YSO shortages at facilities	Union has identified shortages at most facilities and Northern Region in particular.		Employer to report back when information available
Diversification of internal recruitment with respect to EOI	In its EOI postings, the parties recognize that women, indigenous persons, persons with disabilities, racialized persons and francophones may face barriers. Therefore, the parties agree to encourage participation from the 5 community groups.		Remove from agenda
ADRC Terms of Reference	The parties have updated the ARDC ToR. Please see attached.		Remove from agenda

YSO Return to Work Criteria	The parties recognize and agree to continue the long-standing practice that YSOs that have not been working as a YSO, shall require mandatory training. The parties will develop a MOA in this regard.		Remove from agenda
<u>2023 Meeting Dates</u>			
2023 MERC Meeting Dates	Mar. 10, 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, Mar. 10, 2023

Original signed by: Charlene Tardiel

MANAGEMENT CHAIR

Date: Original signed, Mar. 10, 2023