

# MERC Minutes

## Ministry of the Attorney General Ministry Employee Relations Committee Meeting (MERC)

March 1, 2023

9:00 a.m. – 4:00 p.m.

31 Wellesley Street East

Chair: Loretta Clark

### MERC Members:

Loretta Clark, OPSEU/SEFPO Co-Chair  
Marie-Paule Duret, OPSEU/SEFPO Member  
Laurie Pitre, OPSEU/SEFPO Member  
Glenna Caldwell, Negotiator, OPSEU/SEFPO

Andrew Hackland, Management Co-Chair  
Tiffany Thai, CSMD, MAG  
Anna Marie LiPreti, CSD, MAG  
Sarah Miaco, CSD, MAG  
Greg Jones, CPSLRC, TBS

### Guests:

Julie Chan, Mental Health Coordinator, Corporate Services Management Division (11:00am – 11:30am)

### Regrets:


Tina Stevens, OPSEU/SEFPO Vice Co-Chair

Ref #	Agenda Item	Issue	Follow-Up / Action
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Standing Items			
1.	<b>Provincial Offences Act (POA) – Part III (Tammy Browes-Bugden)</b>	<ul style="list-style-type: none"> <li>- As previously communicated, the Ministry intends to transfer the prosecution responsibility for nearly all of the Parts III and IX POA offences prosecuted by the Criminal Law Division to municipalities</li> <li>- Given the seriousness of certain Part III and IX offences, the Criminal Law Division will continue to prosecute a limited number of cases, including:               <ul style="list-style-type: none"> <li>o those in which a <i>Criminal Code</i> charge has also been laid;</li> <li>o charges involving Ontario’s sex offender registry; and</li> <li>o matters pertaining to youth as defined by the POA (a person 12-15 years of age).</li> <li>o Provincial offences involving a death while using a vehicle, motorized snow vehicle or off-road vehicle under a Provincial Act and do not include criminal charges will be reviewed on a case-by-case basis by the local Crown Attorney to determine if the Crown Attorney’s office or Municipal Partner will prosecute.</li> </ul> </li> <li>- POA Project Team has not commenced the formal notice process to amend the Memorandum of Understanding to all Municipal Partners</li> <li>- Interim transfers are being facilitated by a stand-alone, time-limited, Interim Transfer Agreements (ITA), which are separate and apart from the MOU</li> </ul>	<p>The Employer will continue to provide updates to OPSEU/SEFPO as available.</p>
		<ul style="list-style-type: none"> <li>- Ten sites have entered into Interim Transfer Agreements to transfer POA Part III/IX prosecutions:               <ul style="list-style-type: none"> <li>o County of Elgin</li> </ul> </li> </ul>	

		<ul style="list-style-type: none"> <li>○ City of Temiskaming Shores</li> <li>○ County of Prince Edward</li> <li>○ County of Hastings</li> <li>○ City of Kingston</li> <li>○ City of Peterborough</li> <li>○ Regional Municipality of Durham</li> <li>○ City of Mississauga</li> <li>○ Regional Municipality of York</li> <li>○ City of Brampton</li> </ul> <ul style="list-style-type: none"> <li>- There have been no impacts to OPSEU-represented staff at these transfer sites</li> <li>- Additional municipalities continue discussions with their local Crown Attorneys towards transfer implementation in 2023.</li> </ul>	
2.	<b>Civil E-Filing</b>	<ul style="list-style-type: none"> <li>- No updates at this time.</li> <li>- OPSEU/SEFPO has raised concerns about the three day business standards for response and impacts on Members (overtime, training, competing priorities).</li> </ul>	The Employer will provide feedback to OPSEU/SEFPO. Discussions will continue at subsequent MERC meetings.
3.	<b>Recovery Division Update</b>	<ul style="list-style-type: none"> <li>- No updates at this time.</li> </ul>	The Employer will continue to provide updates to OPSEU/SEFPO as available.
4.	<b>Mental Health Updates</b>	<ul style="list-style-type: none"> <li>- Goodlife Membership – Ministry is addressing some language in the contract and will provide updates as available.</li> <li>- CALM app was discussed between OPSEU/SEFPO and the Employer.</li> <li>- Launched inaugural Mind Your Health event on Jan 31-Feb 3 where three consecutive learning sessions were scheduled:</li> </ul>	The Employer will continue to provide updates to OPSEU/SEFPO as available.

		<p>Humour and Stress, Psychological Safety in Difficult Work Environments, and Burnout - Managing Wear and Tear of Chronic Stress. A total of 1182 employees registered and 806 attended. The recordings are available on Inside OPS.</p> <ul style="list-style-type: none"><li>- Launched four Mental Health First Aid Training sessions for CSD Managers in March (7, 9, 28 and 30).</li><li>- Join the Systemic Anti-Black Racism in Mental Health Presentation scheduled on March 6 @ 12 noon hosted by DIAO, MAG MH Committee, and Anti-Racism and Mental Health Subcommittee.</li><li>- Currently organizing a session to raise awareness of trauma experienced by various equity-seeking groups and coping strategies on March 23 @ 1pm with Dr. Leo Edwards (CAMH) as part of MAG's Vicarious Trauma 2.0 plan.</li><li>- De-escalation training has been ongoing and resulted in positive feedback from participants.</li></ul>	
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LERC Referrals			
	None at this time		
MAG Updates			
5.	<b>Court Services Division (CSD)</b>	<ul style="list-style-type: none"> <li>- CCR job ad has been posted as of February 28, closing on March 14. Of 378 positions posted, 331 are permanent positions to modernize and stabilize the workforce.</li> <li>- The Employer and OPSEU/SEFPO collaborated on a Memorandum of Agreement identifying that the competition will be restricted to Court Service Division staff.</li> <li>- The Employer is working with OSS Pay and Benefits to implement the reclassification changes for approximately 1,500 Members, effective as of March 20.</li> <li>- OPSEU/SEFPO has raised concerns regarding the reclassification of other positions, resulting from the CCR reclassification.</li> </ul> <div style="text-align: center; margin-top: 10px;">         Joint MOA 2023        Final.pdf     </div>	The Employer will provide further updates as they become available.
6.	<b>Victims and Vulnerable Persons Division (VVPD)</b>	<ul style="list-style-type: none"> <li>- The Office of the Children's Lawyer (OCL) engaged the HR-SBU to facilitate roundtable focus groups with staff to provide them an opportunity to voice their opinions on specific topics, and include them in the process of decision-making and business solutions.</li> <li>- Staff were brought together at the beginning of February to share the recommendations for short and longer-term actions, and OCL will be implementing employee working groups and "solutions committees" to advance team engagement, mental</li> </ul>	The Employer will provide further updates as they become available.

		health and wellbeing, diversity, inclusion, and anti-racism objectives.	
7.	<b>Criminal Law Division (CLD)</b>	- No updates at this time.	The Employer will provide further updates as they become available.
<b>Reports</b>			
8.	<b>Fixed Term Report (Article 16.5.1)</b>	The Fixed Term report ending December 30, 2022 was provided by the Employer on January 24, 2023.	
9.	<b>Conversion Reports (Article 31A.15)</b>	The Conversion report ending December 30, 2022 was provided by the Employer on January 24, 2023.  OPSEU/SEFPO has received concerns from members about conversion status.	The parties continue to discuss.
10.	<b>FPT Deficit Hours (Quarterly Reports)</b>	- No updates at this time.	The Employer will provide further updates as they become available.
11.	<b>Job Descriptions</b>	- December disclosures - sent January 12, 2023 - January disclosures - sent February 16, 2023	
<b>Report Back Items</b>			

12.	<b>Financial Process Modernization</b>	- No updates at this time.	The Employer will provide further updates as they become available.
13.	<b>Naloxone Kits in the Courthouses</b>	- OPSEU/SEFPO is raising concerns about availability of naloxone kits in the courthouse provincially.	The Employer will look into the availability of naloxone kits in public facing offices across the ministry.
14.	<b>Role of the Employer Tabled: December 10, 2020</b>	- Moved to the Inactive Status section due to joint Health and Safety committees increasing involvement. Discussions may resume should issues arise.	Moved to Inactive Status section.
15.	<b>Landlord Tenant Board - Working Groups</b>	<ul style="list-style-type: none"> <li>- OPSEU/SEFPO has advised that some members are not getting an opportunity to switch into a different function.</li> <li>- OPSEU/SEFPO continuing discussions with members regarding concerns.</li> <li>- OPSEU/SEFPO has no new concerns to bring forward.</li> </ul>	If there is no further feedback at the next MERC meeting, Working Group item to be removed.
16.	<b>Anti-Racism Action Plan</b>	<ul style="list-style-type: none"> <li>- MAG's Anti-Racism Plan is ongoing, and goals/initiatives will be adjusted based on needs of the ministry.</li> <li>- Upcoming priorities include rolling out the next series of MAG Talks and another Townhall.</li> <li>- Working on processes to separate channels for concerns/complaints and for education/information sessions; OPSEU will be engaged as a stakeholder to provide feedback on process.</li> </ul>	The Employer will provide further updates as available.

17.	<b>New Toronto Courthouse</b>	<ul style="list-style-type: none"> <li>- NTC is on schedule.</li> <li>- OPSEU/SEFPO is bringing forward concerns that have been raised by members, in relation to a change in work environment and transition to a new location. Concerns such as: <ul style="list-style-type: none"> <li>o Health and safety committees</li> <li>o LERC committees</li> <li>o Point person for inquiries</li> <li>o Access for OPSEU staff rep, etc.</li> </ul> </li> </ul>	The Employer will provide updates as available.
18.	<b>Staffing and Recruitment – Workload Issues within CSD</b>	<ul style="list-style-type: none"> <li>- Refer to item #5 on agenda.</li> </ul>	The Employer will provide updates as available.
19.	<b>OPS Return to the Workplace</b>	<ul style="list-style-type: none"> <li>- All staff who were previously working from home continue to be required to attend the workplace a minimum of three days per week.</li> <li>- No new direction has been shared.</li> </ul>	The Employer will provide updates as available.

<b>New Business</b>			
	None at this time		
<b>Inactive Status Items</b>			
27.	<b>Tribunals Ontario Review</b>	<ul style="list-style-type: none"> <li>- No updates at this time.</li> </ul>	
28.	<b>Remote Recordings</b>	<ul style="list-style-type: none"> <li>- OPSEU/SEFPO will continue to canvass their membership for specific examples and provide those to the Employer when available.</li> </ul>	OPSEU to canvass their members.
<b>Next Meeting Dates</b>			



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For the Union

For the Employer

*Loretta Clark*

Loretta Clark - Union Co-Chair

*Andrew Hackland*

Andrew Hackland - Employer Co-Chair