

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

Oct. 19, 2023

Location – RMYC

10:00 am- 4:00 pm

<p><u>For OPSEU:</u></p> <p>Pete Harding (Co-Chair) * Sandra Harper Mike Fallon Johanna Sinclair</p>	<p><u>For Management:</u></p> <p>Charlene Tardiel (Co-Chair) Karen Martin Jasvinder Mahal</p>
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Guests: QAOB-Policy unit - Chris Dinadis and Kristen Potter

Regrets:

Observer: Komaldeep Kaur (HR SBU)

Minutes: Lesley Lalonde

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED	TIMEFRAME FOR ACTION
1. <u>Review of Agenda</u>			
2. <u>Presentations</u>			
QAOB-Policy unit - Chris Dinadis and team - Search Regulation (11:00-11:20am)			
3. <u>Standing Items:</u>			
Youth Justice Modernization	No updates.		Next meeting
Facility Administrators List	Employer sent revised list to Union.		Next meeting
TEI Stats and Opportunities & Re-tirements	TEI – 14 YJ as of Oct. 19, 2023.		Next meeting

Employee Attendance Support Program (EASP) Statistics	Employer provided stats at BMERC. The Employer will arrange a presentation from CASMO for MERC at next meeting.		Next meeting
Probation Officer Recruitment Policy (PORP) Stats Provided Annually in First Quarter	Employer to resend 2022 stats to the Union.		First quarter of 2024
Backfills in Community CA (Appendix COR30)	Roll up of 2022 assignments were provided to the Union. Roll up of 2023 candidates were provided to the Union.		November 2023 (next EOI)
Anti-Discrimination Systemic Change – ADSC Stats Annually after first quarter	Stats for 2022/2023 sent by Employer		Annually second meeting.
4. <u>Business Arising from Minutes:</u>			
Facility staffing levels	Union requests review of YSO FTE complement in relation to current scheduling practices at each of the 5 facilities to encompass the evolved/enhanced duties (ex. 2:1), responsibilities and supervision procedures.		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. The Union requests that future meetings be scheduled in consultation with all 3 parties. Employer will provide updates as available.		Next meeting
Improving and maintaining local Labour Relations (Appendix COR 26)	The parties agree to attempt to review to resolve.		Next meeting
Youth Justice Division Org Effectiveness Review Update (OPSEU)	Employer advises it is still on-going. Employer to update once review is completed.		Next meeting

EOI for the Change Champions/Change Allies from CIU	<p>Union requesting a breakdown of numbers, worksite, and classification of applicants.</p> <p>Employer will forward prior to next meeting.</p>		Next meeting
Justice Centre Hubs	<p>Employer will ask to schedule meeting between SDB Director and OPSEU representatives (Johanna Sinclair and Pete Harding) to discuss the issue ASAP. Union to provide GSB decision from SOLGEN regarding similar issues. Timelines are waived until discussions conclude.</p>	Employer to follow up	Next meeting
Ontario Correctional Services Ceremony of Remembrance	<p>Employer advises that any MCCSS YJ Employee is welcome to voluntarily attend this event on their own time.</p> <p>Employer advises that MCCSS YJ Management rep is welcome to voluntarily attend this event on their own time.</p> <p>The Union expresses their disappointment in the lack of support/recognition by YJ leadership for this important event.</p>		Next meeting
Open Additional Unit RMYC – Staffing	<p>The Union recommends that the Employer consider opening an additional unit at RMYC given the increasing YP provincial count.</p> <p>The Employer is currently reviewing options.</p>		Next meeting
Invite ADM to attend MERC	<p>The Union would like to extend an invitation to the ADM to attend MERC.</p>	Employer awaiting response.	Next meeting
5. <u>Updates:</u>			
Occupational Stress Injuries	Next meeting – Dec. 13, 2023		Next meeting

Health and Productivity Program (HPP)	Next meeting - Dec. 19, 2023		Next meeting
Training and Development -T & D	Next Meeting – Dec. 7, 2023		Next meeting
Divisional Health and Safety	Next meeting – Dec. 14, 2023		Next meeting
6. <u>New Business:</u>			
E-Roster YSO Seniority List (Regular and Fixed Term)/Provincial Overtime Protocol	Union requests addition of a direct link in E-Roster, to the Provincial Overtime Protocol as well as a seniority list for individuals in facilities (both fixed term and fulltime). Seniority list, once added, will require quarterly updating.	Employer will make inquiries.	Next meeting
Hiring	The Union recommends the Employer prioritize hiring for the three Northern Facilities and RMYC.	Employer to follow up.	Next meeting
JRLYC Female YP's	Union still awaits consultation with MERC and DH&S regarding the change of capacity from male to male and female young persons.	Employer to follow up.	Next meeting
MERC Training Level 2	MERC training level 2 will be held on October 20 th , 2023.		Remove from agenda
ERC Training Level 1	Union recommends YJ facility ERC training occur in tandem with SOLGEN COR institutional training.	Employer to follow up.	Next meeting.
RMYC capacity overflow planning	Memo dated Oct 18/23, changing the Provincial unit capacity issued at RMYC. Union states a disclosure should have been issued and DH&S should have been consulted and requests that until these parameters are met, this be placed on hold. Union also requests full review of EOI criteria. Employer to follow up.		Next meeting

<u>2023 Meeting Dates</u>			
2024 MERC Meeting Dates	Dec. 6, 2023 – RMYC – 10:00am Jan. 15, 2024 – RMYC – 10:00am – TBC May 22, 2024 – RMYC – 10:00am Sept. 17, 2024 – RMYC – 10:00am Dec. 3, 2024 – RMYC – 10:00am		
2024 ADRC Meeting Dates	Dec. 5, 2023 - RMYC – 10:00am Jan. 16, 2024 – RMYC – 10:00am Feb. 22, 2024 - RMYC – 10:00am Mar. 25, 2024 – RMYC – 10:00am April 23, 2024 – RMYC – 10:00am May 23, 2024 – RMYC – 10:00am June 11, 2024 – RMYC – 10:00am July 17, 2024 – RMYC – 10:00am Aug. 20, 2024 – RMYC – 10:00am Sept.18, 2024 – RMYC – 10:00am Oct. 22, 2024 – RMYC – 10:00am Nov. 19, 2024 – RMYC – 10:00am Dec. 16, 2024 – RMYC – 10:00am		

Original signed by: Pete Harding

OPSEU CHAIR

Date: Original signed, Oct. 19/23

Original signed by: Charlene Tardiel

MANAGEMENT CHAIR

Date: Original signed, Oct. 19/23