

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

May 7, 2024

**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 (via conference call)</p>	<p><u>For Management:</u></p> <p>Charlene Tardiel (Co-Chair) Karen Martin Jasvinder Mahal</p>
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Guests: Trevor Sparrow – ADM, Bre Betts – SIMB Director, Sonia Bozzo – SDB Director, Tom Gibson – OPSEU DHS Chair
Regrets: Angie Doufexis,
Minutes: Jenny Fung Hung

AGENDA ITEMS	DISCUSSION	ACTION REQUIRED	TIMEFRAME FOR ACTION
1. <u>Review of Agenda</u>			
2. <u>Presentations</u> EASP: The parties are hoping that with new MERC members, CASMO will agree to present to the committee. The employer will coordinate the request.			
3. <u>Standing Items:</u>			
Youth Justice Modernization	No updates.		Next meeting
Facility Administrators List	Employer will send revised list to Union.		Next meeting
TEI Stats and Opportunities & Retirements	YJ TEIs: 12 as of May 7, 2024.		Next meeting
Employee Attendance Support Program (EASP) Statistics	Stats shared December 20, 2023 through BMERC. The Employer will arrange a presentation from CASMO for MERC at future meeting.		Next meeting

Probation Officer Recruitment Policy (PORP) Stats Provided Annually in First Quarter	Employer will send to Union shortly. Parties to review the balanced approach for PORP.		Next meeting
Backfills in Community CA (Appendix COR30)	2024 list was shared with the Union at the last meeting.		Next meeting
Anti-Discrimination Systemic Change – ADSC Stats Annually after first quarter	Employer will share 2023-2024 stats will be sent out by end of June 2024.		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. Employer is considering conducting a post audit and agrees to share plans once available.		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 shared updates on the site testing/preparation that has begun and will continue to provide updates as they become available. The Employer intends to share an update with the Bargaining Agent in the near future.		Next meeting
Improving and Maintaining Local Labour Relations (“IMLLR” - Appendix COR 26)	The Union is requesting the Employer re-confirm its commitment with respect to “IMLLR” agreement, specific to SYC (an additional 4 hours to the current Collective Agreement entitlement of 4 hours every two weeks, for a total of 8 hours every two weeks).		Next meeting

	<p>DDYC, CFYC & JRLYC are receiving their Collective Agreement entitlement of 4 hours every two weeks and there were no additional entitlements through Improving and Maintaining Local Labour Relations (Appendix COR 26).</p> <p>RMYC continues to receive 40 hours every week per the Improving and Maintaining Local Labour Relations (Appendix COR 26).</p> <p>Parties will update the IMLLR to include the hours as indicated above (including SYC receiving 8 hours total).</p> <p>Parties are close to completing the addendum to the original MOA.</p>		
Youth Justice Division Org Effectiveness Review Update (OPSEU)	Employer advised that the Radiant report was completed and shared by the Deputy Minister. A Town Hall was scheduled with all staff on March 21, 2024.		Remove from agenda
EOI for the Change Champions/Change Allies from CIU	<p>Union requesting a breakdown of numbers, worksite, and classification of applicants.</p> <p>Employer sent out email to Union.</p>		Remove from agenda
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> <p>Employer will coordinate with SDB Director possible meeting dates.</p>	Employer to follow up with dates	Next meeting

<p>E-Roster YSO Seniority List (Regular and Fixed Term)/Provincial Overtime Protocol</p>	<p>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.</p> <p>Other identified E-Roster issues include inability to track denial of vacation time.</p> <p>Employer provided updates and a ticket was logged for updates and was shared with the provincial E-Roster coordinators.</p>	<p>Employer will share list of provincial E-Roster coordinators for YJ.</p>	<p>Next meeting</p>
<p>JRLYC Female YP's</p>	<p>Employer provided actions taken to date in preparation for housing female youth.</p> <p>Union requests confirmation on updated LOPPS and the review by Local Joint Occupational Health and Safety Committee.</p> <p>Employer confirmed that the Local Joint Occupational Health and Safety Committee reviewed the LOPPs at the last meeting.</p>		<p>Remove from agenda</p>
<p>RMYC capacity overflow planning</p>	<p>Employer stated that this was temporary due to mold remediation. Union noted that remediation is a months' long project and asked what the Employer plans to do to alleviate the higher numbers on a daily basis. Union suggests transfers to facilities not at capacity.</p> <p>Employer confirmed that it will not be increasing capacity from 112 at this time.</p>		<p>Remove from agenda</p>
<p>Regular Uniform for Facilities Staff</p>	<p>The Union expressed concerns with the lack of issued full standard uniform allotment.</p>	<p>Employer to follow up</p>	<p>Next meeting</p>

	<p>It was also noted that updating policy may be required to allow gently used uniforms to be recycled on an emergency basis.</p> <p>Employer continues discussions and will provide an update once available.</p>		
HPP TOR Review	<p>The HPP Provincial Committee recommends extending the recommended term as HPP CoP membership commitment increase from 2 years to a minimum of 3 years.</p> <p>Committee will set a meeting date for the review and recommitment of the sub-committees TORs.</p>	Committee will review TOR	Next meeting
5. <u>Updates:</u>			
Occupational Stress Injuries	Next meeting – June 25, 2024		Next meeting
Health and Productivity Program	Next meeting – TBD		Next meeting
Training and Development	Next Meeting – June 6, 2024		Next meeting
Divisional Health and Safety	Next meeting – June 18, 2024		Next meeting
6. <u>New Business:</u>			
FXT YSMs	<p>Union expressed their concerns of drawing the limited resources of the current FXT YSOs at SYC.</p> <p>Employer clarified that the job posting is for internal as well as for external applicants.</p>		
<u>2024 Meeting Dates</u>			

2024 MERC Meeting Dates	January 8, 2024 – RMYC – 10:00am May 7, 2024 – RMYC – 10:00am Sept. 17, 2024 – RMYC – 10:00am Dec. 3, 2024 – RMYC – 10:00am		
2024 ADRC Meeting Dates	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 (TBD) 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. 23, 2024 – RMYC – 10:00am Nov. 19, 2024 – RMYC – 10:00am Dec. 16, 2024 – RMYC – 10:00am		

Original signed by: Pete Harding
OPSEU CHAIR

Original signed by: Charlene Tardiel
MANAGEMENT CHAIR

Date: May 7, 2024

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