

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

December 3, 2024

Location: Roy McMurtry Youth Centre, Brampton ON

10:00 AM - 4:00 PM

<u><i>For OPSEU:</i></u> <input checked="" type="checkbox"/> Patrick De Brou (Co-Chair) <input checked="" type="checkbox"/> Sandra Harper - OPSEU <input checked="" type="checkbox"/> Johanna Sinclair <input checked="" type="checkbox"/> Daryl Eckenstein		<u><i>For Management:</i></u> <input checked="" type="checkbox"/> Jenny Hung (Co-Chair) * <input checked="" type="checkbox"/> Karen Martin <input checked="" type="checkbox"/> Jasvinder Mahal <input checked="" type="checkbox"/> Angie Doufexis	
Guests: Regrets: Minutes: Cindy Lee			
AGENDA ITEMS	DISCUSSION	ACTION REQUIRED	TIMEFRAME FOR ACTION
1. <u>Review of Agenda</u>			
2. <u>Presentations</u>			
- CASMO - The Employer will arrange a presentation from CASMO for MERC at future meeting - ADSC Stats			
3. <u>Standing Items:</u>			
Facility Administrators List	Employer sent facility administrators list to Union.		Next meeting
TEI Stats and Opportunities & Re-tirements	YJ TEIs: 11 as of November 28, 2024. - 6 from Facilities - 5 from Probation Offices		Next meeting
Employee Attendance Support Program (EASP) Statistics	EASP Stats from January to June 2024 were shared at BMERC in September 2024. Stats from July – December 2024 will be provided at BMERC.	Agenda item will be moved to BMERC.	Remove from agenda.

	Employer will arrange a presentation from CASMO for MERC at future meeting.		
Probation Officer Recruitment Policy (PORP) Stats	Parties to review the balanced approach for PORP. Employer will share a live link to PORP stats document to Union to access current and up-to-date data.		Remove from agenda
Backfills in Community CA (Appendix COR30)	Employer updated the materials and sent out Expression of Interest for 2025 on November 8 th , 2024 with a closing date of November 25 th , 2024.	Employer will review all applications for eligibility and will share finalized list of candidates by end of December 2024 with MERC.	Next meeting
Anti-Discrimination Systemic Change – ADSC Stats Annually after first quarter	Employer shared 2023 annual stats.		Annually second meeting.
Facility staffing levels	ADM sent out a memo on November 26 th , 2024 addressing the increase in capacity across all facilities.	Employer to provide updates as information becomes available.	Next meeting.
Wellness Steering Committee	Wellness Orientation was held virtually on November 27 th , 2024 for all new and existing Wellness Representatives across the division. The parties agree to collapse the Wellness Steering Committee. The Wellness Resource Program (WRP) will be a standing item at MERC. This standing agenda item (“Wellness Steering Committee”) will be renamed as “Wellness Resource Program” to coincide with the WRP ToR.		Next meeting.

4. Business Arising from Minutes:

Cecil Facer Youth Centre Update	No updates at this time.	This agenda item “Cecil Facer Youth Centre Update” will be moved as a Standing Agenda Item.	Moved to Standing Item.
Justice Centre Hubs	Employer coordinated with SDB Director on meeting dates and moving forward, regular meetings will occur.		Remove from agenda.
E-Roster YSO Seniority List (Regular and Fixed Term)/Provincial Overtime Protocol	No updates at this time.	Employer to provide updates as they become available.	Next meeting
Regular Uniform for Facilities Staff	<p>The Union expressed concerns with the lack of issued full standard uniform allotment.</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> <p>Employer provided an update on the change of polo shirts for YSM and YSOs. Union requests presentation from the Clothing Committee and list of the committee members and ToR.</p> <p>Employer has no further updates.</p>	Union confirmed no further issues.	Remove from agenda.

HPP TOR Review	Committee met on November 25 th , 2024 to update the ToRs and consolidated into one document for both Facility and Community and pending sign-off.		Next meeting
PORP Probation	Employer sent email reminder to all SDB Senior Managers on November 6 th , 2024 to fill all Probation Office positions via PORP.		Remove from agenda.
Probation Offices	<p>Employer provided update about the expiration of the Cornwall Probation Office's lease agreement effective March 31st, 2025. Employer is currently seeking new office space in the Cornwall area.</p> <p>Union suggested and looking for follow-up on:</p> <ol style="list-style-type: none"> 1) updating local police office protocol agreements 2) more thought be given about safety concerns around traveling to meet clients in their respective communities. <p>This agenda item has been renamed.</p>	Employer will continue to provide updates as information becomes available.	Next meeting.
Reinforced Autoclaved Aerated Concrete (RAAC)	Employer confirmed all MCCSS sites reviewed by Infrastructure Ontario are free and clear of RAAC in all occupied areas.		Remove from agenda.
Extrajudicial Measures (EJM) Policy Manual 8.2.1	<p>Union raised concerns about the EJM Policy released on July 2nd, 2024 and the impacts on the Northern region in particular on workload. Currently, there is no tracking mechanism in YOTIS or otherwise.</p> <p>Union recommends a system be developed to track EJM assignments provincially and understood as related to an individual PO's workload.</p>	Employer will provide update at the next meeting – deferred.	Next meeting.

HPP SMA Training	HPP SMA Training was delivered on November 20 th and 21 st . - 13 new SMAs were trained. The HPP CoP met on November 29, 2024 and will meet again on January 21, 2025.		Remove from agenda.
Seniority list divided up quarterly by classification	Employer will confirm at the next meeting whether quarterly Seniority Stats can be provided.	Employer will provide update at the next meeting.	Next meeting.
PO's & YSO's Re-training	The Committee met and reviewed the agreement on November 25, 2024. No changes to the agreement at this time.		Remove from agenda.
5. <u>Updates:</u>			
Occupational Stress Injuries	Next meeting – December 5, 2024		Next meeting.
Health and Productivity Program	Next meeting – January 21, 2025		Next meeting.
Training and Development	Next Meeting –December 10, 2024		Next meeting.
Divisional Health and Safety	Next meeting –December 12, 2024		Next meeting.
6. <u>New Business:</u>			
Fixed-Term (FXT) Form 1 (16-week) Notice	Employer confirmed the Employer's intention that all FXT employees, who have been employed for at least one year, will receive 16-weeks notice prior to the end of their contract, regardless if the contract will be renewed. This is a requirement in the Employment Standards Act. The Union suggested that the parties waive this requirement with the exception of where the Employer may deem necessary.	Employer will review and respond at the next meeting.	Next meeting.

MERC Terms of Reference (ToR)	As agreed by the parties, the MERC ToR, signed on March 14, 2006, is no longer in effect. The parties will refer to Appendix COR4 – MERC Terms of Reference.		Remove from agenda.
Appendix COR34: Uniform Point System	Employer provided member list, past meeting discussions, and draft ToR of the Staff and Youth Clothing Committee. The parties reviewed the Staff and Youth Clothing Committee's ToR and proposed amendments, that includes Appendix COR34, on November 25, 2024.	The Employer will review the amendments and will report back at the next meeting.	Next meeting.
Appendix COR27 – Mental Health Training	The Employer shared a signed MoA dated June 11, 2013, where it stated that the Employer has met its obligation under Appendix COR27 regarding mental health training. The Union has three inquiries: 1) Is the mental health curriculum a part of the YSO Basic Training? 2) Does the MoA from 2013 still cover the current Collective Agreement? 3) Requesting clarification on what “sub-committee” refers to in Appendix COR27	Employer will provide an update at the next meeting.	Next meeting.
<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 * Rescheduled to Sept 20, 2024 due to scheduling conflicts (Meeting will continue on October 7th) 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 * <i>Cancelled due to scheduling conflicts</i> Oct. 23, 2024 – RMYC – 10:00am Nov. 19, 2024 – RMYC – 10:00am Dec. 16, 2024 – RMYC – 10:00am		
2025 Meeting Dates			
2025 MERC Meeting Dates	March 26, 2025 – RMYC – 10:00 AM June 23, 2025 – RMYC – 10:00 AM September 17, 2025 – RMYC – 10:00 AM December 9, 2025 – RMYC – 10:00 AM		
2025 ADRC Meeting Dates	January 9, 2025 – RMYC – 10:00 AM February 10, 2025 – RMYC – 10:00 AM March 25, 2025 – RMYC – 10:00 AM April 15, 2025 – RMYC – 10:00 AM May 12, 2025 – RMYC – 10:00 AM June 24, 2025 – RMYC – 10:00 AM July 22, 2025 – RMYC – 10:00 AM August 26, 2025 – RMYC – 10:00 AM September 16, 2025 – RMYC – 10:00 AM October 22, 2025 – RMYC – 10:00 AM November 25, 2025 – RMYC – 10:00 AM December 8, 2025 – RMYC – 10:00 AM		

Original signed by Patrick De Brou
OPSEU CHAIR
Date: December 5, 2024

Original signed by Jenny Hung
MANAGEMENT CHAIR
Date: December 5, 2024