

**MINISTRY OF CHILDREN, COMMUNITY AND SOCIAL SERVICES  
 MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC)  
 Dec. 2th 2020 @ Remote  
 TEAMS  
 11:30 am- 3:30 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>Mark Mikoluff (Co-Chair)*          Karen Martin          Jasvinder Mahal</p>
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*Guests:* Elicia Alleyne, Naama Baumgarten-Sharon,  
*Regrets:*  
*Observer:*  
*Minutes:* Lesley Lalonde

AGENDA ITEMS	DISCUSSION	ACTION RE-REQUIRED	TIMEFRAME FOR ACTION
<b>1. <u>Review of Agenda</u></b>			
<b>2. <u>Presentations</u> Anti-Racism Strategy</b>			
<b>3. <u>Standing Items:</u></b>			
Youth Justice Modernization	No updates		Next meeting
Brookside and RMYC Transformation	No updates		Next Meeting
Facility Administrators List	No Updates		Next Meeting

TEI Stats and Opportunities & Retirements	Stats were provided by Employer. 16 pending TEI. Since inception, 68 of 114 TEI have been approved in MCCSS YJD.		Next meeting
Probation Strategy	Updates provided regarding PO at Court position, development of a programming menu to be delivered by POs, Extra Judicial Sanctions (EJS) policy update and training, and development of a RNA review working group.		Next meeting
Attendance Support Management Program (ASMP) Statistics	Stats provided by Employer.		Next meeting
Probation Officer Recruitment Policy (PORP) Stats Provided Annually in First Quarter	No Updates.		Second meeting 2021
Backfills in Community CA (Appendix COR30)	Employer will send out seniority list to managers early next week.		Next meeting
MERC review of LERC/RERC ADSC Initiative	No updates at this time.		Next meeting
<b>4. <u>Business Arising from Minutes:</u></b>			
YJ Divisional Review Report and Recommendations	Employer has no additional information to share at this time.		Next meeting
Youth Court Transportation	No updates. Employer will provide response as soon as possible.		Next meeting
Body Search Procedures	No updates		Next meeting
Recruitment Process	Union recommends that a YSO representative be present during process.		Remove from agenda.
Facility Action Plan and Compliance Review to be provided to LERC for Review and Input to Assist Compliance.	Employer will provide a copy of compliance reviews to local President or highest-ranking Union Official in the facility (not for general distribution).		Remove from agenda.

MCCSS – YJ: Operational Review of Syl Apps	Currently YJ Youth have been transferred from Syl Apps Youth Centre to DO and TPR facilities. Review is ongoing.		Next meeting
Mental Health Units	<p>Union recommends that a joint committee be created to review practices/policies relative to mental health care for youth, with a view to creating a similar component per existing DO facility(s).</p> <p>Employer is currently undertaking a Mental Health Services review. Updates to be provided when available.</p>		Next meeting
YSO Breaks	Union recognizes the current practice of breaks during COVID-19 appears to be functioning at our facilities. .		Remove from agenda.
<b>5. <u>Updates:</u></b>			
Anti-Discrimination Systemic Change – ADSC Stats	Employer provided 2019 calendar year ADSC stats. Future stats to be provided annually at the first quarter MERC meeting.	Move to standing agenda item.	Next meeting
Occupational Stress Injuries	Next meeting Dec. 15, 2020.		Next meeting
Health and Productivity Program – YJ HPP	Employer provided list of SMAs to Union. Annual meeting 2021.		Next meeting
Training and Development -T & D	Next meeting Feb. 11, 2021.		Next meeting
Health and Safety	Next meeting Feb. 25, 2021.		Next meeting
<b>6. <u>New Business:</u></b>			
Youth Justice Organizational Transformation	No updates.		Next meeting

Youth Taking Facility File Home	Employer will follow up and respond to Union ASAP.		Next meeting
Probation Admin financial functions	Employer to provide Webinar for OAG staff in New Year outlining responsibilities related to financial functions.		Remove from agenda
Anti-Racism Strategy	Presentation provided by Elicia Alleyne and Naama Baumgarten-Sharon. Planning and Program Development Unit.		Remove from agenda
Payroll Issues	Employer will follow up with issues identified by the Union.		Next meeting
Payment for New Recruits	Employer will review options discussed and provide updates when available.		Next meeting
<b><u>2021 Meeting Dates</u></b>			
2021 MERC Meeting Dates	February 23, 2021 – 9:30am -3:30pm May 13, 2021 – 9:30am – 3:30pm October 4, 2021- 9:30am – 3:30pm December 6, 2021- 9:30am – 3:30pm		
2021 ADRC Probation Meeting Dates	January 14, 2021 – 10:00am – 4:00pm March 30, 2021 – 10:00am – 4:00pm May 12, 2021 – 10:00am – 4:00pm July 22, 2021 – 10:00am – 4:00pm October 5, 2021 – 10:00am – 4:00pm December 7, 2021 – 10:00am – 4:00pm		

Original signed by Peter Harding

Original signed by Mark Mikoluff

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OPSEU CHAIR

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MANAGEMENT CHAIR

December 2, 2020

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DATE SIGNED

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