

**MINISTRY OF CHILDREN, COMMUNITY AND SOCIAL SERVICES
 MINISTRY EMPLOYEE RELATIONS COMMITTEE (MERC)
 June 21, 2021 @ Remote
 TEAMS
 9:30 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: Pam Pitcher
Regrets:
Observer:
Minutes: Lesley Lalonde

AGENDA ITEMS	DISCUSSION	ACTION RE-REQUIRED	TIMEFRAME FOR ACTION
1. <u>Review of Agenda</u>			
2. <u>Presentations</u>			
3. <u>Standing Items:</u>			
Youth Justice Modernization	No updates		Next meeting
Facility Administrators List	List provided by Employer.		Next Meeting
TEI Stats and Opportunities & Re-tirements	Stats were provided by Employer. 13 pending TEI. Since inception. Numbers of TEI that have been approved in MCCSS YJD will be updated.		Next meeting

Probation Strategy	No updates.		Next meeting
Employee Attendance Support Program (EASP) Statistics	April 1 st , 2021 - Program and Individual statistics reset - statistics gathering to be determined.		Next meeting
Probation Officer Recruitment Policy (PORP) Stats Provided Annually in First Quarter	Employer to provide when available.		Second meeting 2021
Backfills in Community CA (Appendix COR30)	Backfills continue. No updates.		Next meeting
MERC review of LERC/RERC ADSC Initiative	No updates.		Remove from Agenda
Anti-Discrimination Systemic Change – ADSC Stats	Future stats to be provided annually at the first quarter MERC meeting. Employer to send WDHP stats when available.		Next meeting
4. <u>Business Arising from Minutes:</u>			
Youth Court Transportation	No updates. Employer will provide response as soon as possible.		Next meeting
Body Search Procedures	No updates.		Next meeting
Mental Health Units	No updates.		Next meeting
Payroll Issues	Employer continues to follow up with issues identified by the Union. Improvements noted by Union.		Next meeting
Formalizing FxT Rollover/CSD chart as a MOA.	The parties will work together to develop a document related to FxT seniority. MOA was signed by the parties and included WSIB, return to work hours and Probation Officer Allowance days that will be calculated.		Next meeting
Licensing and Compliance Review MCCSS	Employer provided compliance reviews to the Union.	Completed.	Remove from Agenda

Review of Brookside Youth Centre Employment Stability Exercise	Parties have agreed to review processes and expectations prior to all employment stability exercises. A review of the Reskilling Agreement was referred to BMERC.		Remove from Agenda
5. <u>Updates:</u>			
Occupational Stress Injuries	Next meeting Sept. 21, 2021.		Next meeting
Health and Productivity Program – YJ HPP	Training was successfully completed May 19 th and 20 th , 2021. Effective May 21, 2021, Mike Fallon replaced Patrick DeBrou on the HPP Community of Practice – Provincial Facility Lead. MERC report was provided June 10, 2021 and accepted.		Next meeting
Training and Development -T & D	Next meeting Sept. 9, 2021.		Next meeting
Health and Safety	Next meeting Sept. 16, 2021.		Next meeting
6. <u>New Business:</u>			
Pascal: Confidentiality and Privacy Issues	The Union requests MCCSS YJD work with MAG to ensure birthdates and other confidential information of employees is redacted in any disclosure.		Next meeting
Bill C75 Amendments	Union requests the timelines estimates regarding policy updates required by Bill C75 Amendments. Union will forward Bill C75 Q&A to employer.		Next meeting
Implicit Association Testing (IAT)	Employer provided a presentation and Q&A from the proprietors of the Implicit Association Testing. Parties met again to discuss issues and concerns. Union raised issues of privacy, mental health, etc. Some questions remain outstanding.		Next meeting

	<p>Union requests participation in the testing of biases be changed from mandatory to voluntary.</p> <p>Union does support IAT facilitated (feedback) sessions as either voluntary or mandatory.</p>		
Posting of RERC Minutes on Respective Public Drive	Union requests cost centre managers be reminded to distribute and post the respective RERC Minutes, including the local cost centre Drive.		Next meeting
Posting of RERC Minutes to Intranet	Union requests RERC minutes be posted to Intranet site.		Next meeting
<u>2021 Meeting Dates</u>			
2021 MERC Meeting Dates	<p>Feb. 23, 2021- rescheduled to April 20, 2021, rescheduled to May 3.</p> <p>May 13, 2021 rescheduled to June 21, 2021</p> <p>Oct. 4, 2021 rescheduled to Oct. 20, 2021</p> <p>December 6, 2021</p>		
2021 ADRC Probation Meeting Dates	<p>January 14, 2021 – 10:00am – 4:00pm</p> <p>March 30, 2021 – 10:00am – 4:00pm</p> <p>May 12, 2021 – 10:00am – 4:00pm</p> <p>July 22, 2021 – 10:00am – 4:00pm</p> <p>October 5, 2021 – 10:00am – 4:00pm</p> <p>December 7, 2021 – 10:00am – 4:00pm</p>		

Original signed by:
Pete Harding

OPSEU CHAIR

Date Signed –June 21 , 2021

Original signed by:
Mark Mikoluff

MANAGEMENT CHAIR

Date Signed –June 21, 2021