

# Ministry Employee Relations Committee

## MCSCS - Community Safety

### Minutes

Friday, December 15, 2017

Via Teleconference

## Attendees

### For the Union

- Drew Maddison (Co-chair)
- Ram Selvarajah
- Sandra Harper (OPSEU Negotiator)

### For the Ministry

- Bart Nowak (Co-chair)
- Cathy Laakso

## Regrets

- Supriya Mahimkar-Patrick

## Resources

- Buky Adeoye, Employee Relations Advisor, Bargaining and Compensation

## Note Taker

- Lise Ledoux, Employee Relations Committee Coordinator

## Previous Business

1. **LERCs** – Employer confirmed that the Employer co-chair for the JTS – North Bay Office is Derek Thompson, Director, Services Management. MERC will assist where possible to ensure these committees are established and hold their first meeting prior to the MERC March meeting

Action: Employer will contact the co-chairs and assist with scheduling meetings.

## Standing Items

1. **Surplus List** – there is one inactive staff currently on the list and one placed today.

Action: Update to be provided at the next meeting.

2. **Conversion List/Unclassified Employees** – Union question the status of one employee.

Action: Employer to follow up and respond.

3. **Recent Disclosures** – list was shared with the Union and no concerns raised.

Action: Update to be provided at the next meeting.

4. **Training and Development** – MERC Level 2 training is anticipated to be scheduled in the Spring 2018 and MERC looks forward to attending. No further follow up required.

Action: Remove item from the agenda.

5. **Transition Exit Initiative (TEI)** – previous application submitted still under review.

Action: Update to be provided at the next meeting.

6. **Attendance Support Management Program (ASMP) Statistics** – statistics are temporarily unavailable at this time and the CEJW will reassess the data to be provided when the assessment of the ASMP has concluded.

On January 1, 2018, a revised [Employee Attendance Support Policy \(EASP\)](#) (which replaces the Attendance Management Policy), will take effect. The policy sets out principles and mandatory requirements to support employees with achieving regular attendance and managing short-term sick absences.

Current attendance management programs will remain in place effective January 1, 2018, for employees already in levels three and four of the ASMP as

of December 31, 2017 (including management/excluded and bargaining unit employees), will continue to have their attendance managed under the ASMP until they move below level three.

Action: Employer to provide an updated list of Community Safety employees on Level 3 and Level 4 in the new calendar year.

## 2018 Schedule of Meetings

- Friday, March 23, 2018
- Tuesday, May 29, 2018
- Friday, October 12, 2018
- Friday, December 14, 2018

## Signatures

For the Union:



Drew Maddison

For the Ministry:



Bart Nowak