

MERC Minutes

Ministry of the Attorney General Ministry Employee Relations Committee Meeting (MERC)

October 4, 2022

10:00 a.m. – 3:00 p.m.

31 Wellesley Street East

Chair: Loretta Clark

MERC Members:

Loretta Clark, OPSEU/SEFPO Co-Chair
Marie-Paule Duret, OPSEU/SEFPO Member
Kathleen Demareski, Negotiator, OPSEU/SEFPO

Angela Oh, Management Co-Chair
Greg Jones, CPSLRC, TBS

Guests:


Melanie Powers, OPSEU/SEFPO Member
Jami McWade, Workforce Policy and Planning Coordinator, CSD
Julie Chan, Mental Health Coordinator, CSMD
Julian Ramdyal, OPSEU/SEFPO

Regrets:

Coleen Houlder, OPSEU/SEFPO Vice-Chair
Tiffany Thai, HRSBU, MAG
Anna Marie LiPreti, CSD, MAG

Ref #	Agenda Item	Issue	Follow-Up / Action
Standing Items			
1.	Provincial Offences Act (POA) – Part III (Tammy Browes-Bugden)	<ul style="list-style-type: none"> - Transition to the municipalities has taken place in Peterborough, Durham and Mississauga. - To date there has been no job loss to OPSEU/SEFPO employees as a result of these transfers. 	The Employer will continue to provide updates to OPSEU/SEFPO as available.
2.	Civil E-Filing	<ul style="list-style-type: none"> - No updates at this time. 	The Employer will continue to provide updates to OPSEU/SEFPO as available.
3.	Recovery Division Update	<ul style="list-style-type: none"> - All fly-in courts in NE region have opened - Three have requested testing in advance of arriving in the community - Working hard to continue reopening fly-in courts in NW region - Supported through NAN Legal who have engaged First Nations communities around expectations around Health and Safety Measures - Worked with MPBSD to acquire HEPA units for fly-in court locations. - OPSEU have not heard any complaints about RAT requirements when going into those communities. 	The Employer will continue to provide updates to OPSEU/SEFPO as available.

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4.	Mental Health Updates	<ul style="list-style-type: none"> - The Vicarious Trauma eModule training is at 83% completion. - De-escalating Emotionally Heightened Situations training pilot rolled out in March 2022 with a train the trainer program and included real-life case scenarios specific to the roles as well as an anti-racism component - 8 trainers in CSD and 2 in VVPD were trained - CSD rolled out training in June (total of 4 condensed sessions) with a plan to have two sessions per month moving forward - VVPD rolling out sessions every three weeks - Mental health minutes covered the following topics: <ul style="list-style-type: none"> o July: seven categories of rest o August: active listening/promoting empathy o September: back to school stress management - Launched Inclusion Matters Learning Series: platform to bring forward timely topics and education; next session about Accessibility in the Workplace - Upcoming Inclusion Matters Learning Series session on <u>Employment Accommodation for Employees with Disabilities</u> - Working on calendar to note the upcoming events for MAG staff - Members can access the MAG Mental Health site here. 	

LERC Referrals			
	None at this time		
MAG Updates			
5.	Court Services Division (CSD)	 Training Update for MERC_October 2022.t	The Employer will provide further updates as they become available.
6.	Victims and Vulnerable Persons Division (VVPD)	- No updates at this time.	The Employer will provide further updates at the next MERC meeting.
7.	Criminal Law Division (CLD)	- No updates at this time.	The Employer will provide further updates as they become available.
Reports			
8.	Fixed Term Report (Article 16.5.1)	The Fixed Term report ending June 30, 2022 was provided by the Employer on August 5, 2022.	
9.	Conversion Reports (Article 31A.15)	The Conversion report ending June 30, 2022 was provided by the Employer on August 5, 2022.	

10.	FPT Deficit Hours (Quarterly Reports)	The FPT Deficit Hours report ending June 30, 2022 was provided by the Employer on September 29, 2022.	
11.	Job Descriptions	<ul style="list-style-type: none"> - May disclosures - sent June 16, 2022 - June disclosures - sent July 15, 2022 - July disclosures - sent August 22, 2022 - August disclosure – sent September 15, 2022 	
Report Back Items			
12.	Financial Process Modernization	- No updates at this time.	The Employer will provide further updates as they become available.
13.	Naloxone Kits in the Courthouses	- No updates at this time.	The Employer will provide further updates as they become available.
14.	Role of the Employer Tabled: December 10, 2020	- The Employer is committed to meeting with both benches to ensure two-way communication on issues related to staff health, safety, and wellness. The Employer requests that staff should continue to address their issues with local management directly or through union representation. Discussions are ongoing between OPSEU and the Employer.	

15.	Landlord Tenant Board - Working Groups	<ul style="list-style-type: none"> - OPSEU/SEFPO has advised that some members are not getting an opportunity to switch into a different function. - OPSEU/SEFPO continuing discussions with members regarding concerns. 	OPSEU/SEFPO to provide feedback following these discussions.
16.	Anti-Racism Action Plan	<ul style="list-style-type: none"> - No updates at this time. 	The Employer will provide updates as available.
17.	New Toronto Courthouse	<ul style="list-style-type: none"> - The NTC continues to be on track. - Several information sessions have been held with impacted staff. 	The Employer will provide updates as available.
18.	Staffing and Recruitment Workload Issues within CSD	<ul style="list-style-type: none"> - The employer continues to actively recruit and train for frontline positions to meet operational demands. 	The Employer will provide updates as available.
19.	OPS Return to the Workplace	<ul style="list-style-type: none"> - All staff who were previously working from home continue to be required to attend the workplace a minimum of three days per week. 	The Employer will provide updates as available.

New Business			
	September 30, 2022	- OPSEU/SEFPO has noted that it is their interpretation that the corporate employer has breached the collective agreement, specifically with regards to Article 47 (Holidays).	Remove from agenda.
Inactive Status Items			
27.	Tribunals Ontario Review	- No updates at this time.	
28.	Remote Recordings	- OPSEU/SEFPO will continue to canvass their membership for specific examples and provide those to the Employer when available.	OPSEU to canvass their members.
Next Meeting Dates			
		<ul style="list-style-type: none"> TBD 	

For the Union

Loretta Clark

Loretta Clark - Union Co-Chair

For the Employer

Angela Oh

Angela Oh - Employer Co-Chair