

# MERC REPORT MCYS



October 2009

## Anti Discrimination and Systemic Change Committee (ADSC) work ongoing

The Youth Justice Services Anti Discrimination Systemic Change Committee is a joint OPSEU and Ministry table created to ensure that our workplaces are inclusive and free from discrimination and harassment.

This committee has been given a huge mandate, and work is ongoing. Currently the ADSC committee is working on the following initiatives:

- Environmental mapping scan
- Gaps and Barrier analysis
- Mediation peer model
- Tracking Protocol
- Employee Orientation Checklist
- Statement of Ethical Principles

The three new facilities will have an ADSC presentation at a Local Employee Relations

Committee (LERC) meeting early in the New Year.

All other LERC's and Regional Employee Relations Committee's (RERC's) presentations have been completed with the exception of Ottawa probation. We hope to present to them in the spring.

A flyer with information on the ADSC program has been sent out to all of our locals, and we ask that it be shared with all the members.

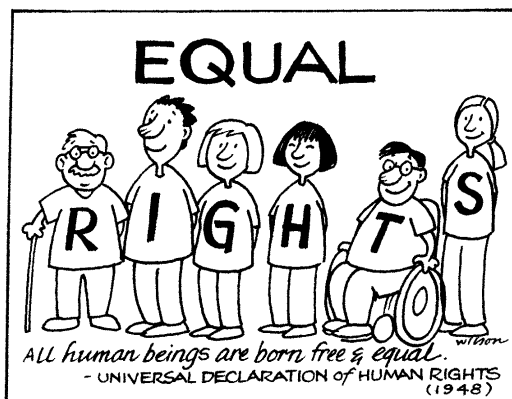
The ADSC committee recently made a presentation to a management conference on October 19, 2009. We showcased our flyer and explained the goals and objectives of the program to managers. We will also be attending the management conference in November.

Roy Smiley, Percy Trapper and Jack Hopkins all gave excellent presentations. Their commitment and hard work is appreciated.

The success of this program rests with all of us. If the top officials don't know or understand this program it will not succeed – hence the presentations.

We have a web link on the OPSEU website where you can find our minutes, flyer and any new information as it becomes available.

An OPSEU assistance line is available for questions/complaints regarding harassment or discrimination at 1-800-268-7376 Ext. 8789.





## **Training and Development Committee**

This committee meets four times per year. Our next meeting is Nov. 6, 2009.

Agenda items include items such as succession planning, Ministry survey results, gang training, developmental opportunities and Interest Based Problem Solving.

Interest Based Problem Solving is almost complete – the last session is scheduled for Nov. 17-18 for Donald Doucette.

CPRI and Thistleton completed their Interest Based Problem Solving training last year.

The Central Employee Relations Committee is offering refresher training and LERCs and RERCs are encouraged to sign up.

The three new facilities will receive LERC training early in the New Year.

## **Rollovers**

A meeting is scheduled to take place on Dec. 18 to start discussion for rollovers. Two previous meetings had been scheduled; however, the employer cancelled both of those meetings.

## **Overtime Protocol For Youth Justice Facilities**

Talks are ongoing. All of the facilities are represented at this table. We are hoping to have an agreement in the near future.

## **MERC Meetings**

Our next MERC meeting is scheduled for Dec. 17. Minutes are posted on the OPSEU website and on the Ministry intranet.

## **JASIC Committee**

The Joint Attendance Strategy Implementation Committee (JASIC) is scheduled to meet on Nov. 9. The employer has yet to produce numbers for us. We have dates scheduled for the grievance and I will update you as information becomes available.

The attendance program imposed by the employer continues to cause confusion with the members. Remember to take your union steward with you when you are placed into the program and are asked to meet with the employer.



## Joint Health and Safety Conference Was a Huge Success!

Thanks to your Health and Safety Team, the first joint union/management Health and Safety Conferences were held in October for both our committees and our health and safety representatives.

The Health and Safety Committee worked diligently over the last year to make the conference happen. Good job – well done. Thank you.

Bill Bell, Co-Chair of Health and Safety Divisional Committee, said, “The conference was an informative, learning experience for all.” Eric Thompson noted that the conference was inspirational and enlightening.

The agenda and expert speakers were amazing. Steve Spence reported that he was impressed with all the participants and with their enthusiasm. He was pleased that so many were able to attend.

The agenda included ergonomics, pandemic planning, bullying in the workplace, workplace violence and the Ministry of Labour work refusal processes.

Patty Rout, 1st Vice-President/Treasurer, opened the conference and said that she was pleased that the commitment in health and safety

in our Ministry was strong. She noted, “You are all working hard to make your workplaces healthy and safe – probation officers, youth services officers, nurses, recreation officers, administrative workers and managers all share a common goal – safe and healthy work places. Keep up the good work.”

Participants were reminded to do monthly inspections and to keep notes. In addition it was recommended that health and safety committees and/or representatives ensure that they are in compliance with health and safety legislation.

Bill 168 was also highlighted with the participants. The government has finally recognized the importance of violence and harassment. The Bill, if passed, will mandate employers to take reasonable precautions against workplace violence. Employers must develop policies to deal with the entire spectrum of workplace violence, from verbal harassment to physical violence.

I would like to thank the Health and Safety Committee, the presenters and especially Lisa McCaskell for her hard work and dedication.

# Post Traumatic Stress has a huge effect

Our worksites and members can be affected by Post Traumatic Stress Disorder (PTSD). Studies indicate that Correctional Workers are at higher risk of experiencing PTSD, given the nature of our work.

PTSD happens after an individual is exposed to one or more events where there was an actual or threatened death or where there was actual or threatened physical harm to oneself or others.

In plain words, PTSD happens when a traumatic and often violent event overwhelms typical psychological defenses.

Symptoms of PTSD usually appear within three months of the traumatic event. The conditions usually last more than six months and can cause changes in work and personal relationships.

Other illnesses associated with PTSD include depression, anxiety disorders and dependency on alcohol and/or drugs.

The MERC team will request that our Ministry participate in a study/survey with Corrections on this issue.

The Corrections MERC has received funding from OPSEU and their Ministry to do a study on this issue. We are hoping to be included in this study.



## Health and Productivity Committee keeping busy

The Health and Productivity Committee has been extremely busy over the last few months.

The Health and Productivity committee is a joint union/management committee in our youth justice facilities that deals with medical accommodations

The committee will be working on an overarching agreement to continue the program.

Tony Cunningham noted, "We have been negotiating the Health and Productivity Program (HPP) for about 24 months. We anticipate that training of all of the youth centers to be complete by year's end. Since the inception of the HPP Committee, grievances are down and our members appear to like the open and transparent process of this committee."

A flyer has been developed and is available to all members. If you don't have one, ask for it.



In 2008, Convention passed a resolution mandating that OPSEU implement a plan that reflects a more representative workforce. With that resolution passed, OPSEU embarked on the Social Mapping Project.

OPSEU has hired a consultant TWI Inc, to assist in the completion of the OPSEU Census. The Census initiative will collect statistics and demographics of OPSEU members and staff, to identify any barriers in policies, programs and services. This will provide invaluable information for forecasting and planning for OPSEU’s future and direction.

Please be sure to complete a census form in November.

**You can Count Me In!!**

Happy Halloween!



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