

MEMORANDUM

TO: Executive Board Members, CERC Team & MERC Teams
FROM: Ruth Hamilton, OPS Supervisor/Negotiator
DATE: June 26, 2012
SUBJECT: **JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS)**
Minutes –March 15, 2012

Attached, for your information, are the minutes of the above captioned meeting.

PLEASE NOTE: THESE MINISTRY MINUTES WERE PREPARED BY THE EMPLOYER.

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,



Warren (Smokey) Thomas
President



Ruth Hamilton
OPS Supervisor/Negotiator

/dr
att.

cc: Senior Staff
Job Security

JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS) MEETING

ABBREVIATED MINUTES

March 15, 2012

1:00 p.m.

OPSEU HEAD OFFICE – Room 201

Toronto, Ontario

OPSEU: Sandra Harper, Dylan Lineger, Nathan Aubin, Glenna Caldwell, Cameron Walker
 Employer: Deborah-Anne Long, Jamesene King, Laurie Cregan (regrets), Chris Wright, Robert Gordica, Diane Maurice (regrets)

ITEM	ISSUE	EMPLOYER'S POSITION	UNION'S POSITION	ACTION REQUIRED
HOUSEKEEPING				
Minutes	October 17, 2011 February 16, 2012	Outstanding.		Employer to provide.
BUSINESS ARISING				
09 06 17 a)	Dispute Resolution Guidelines	Item deferred.		
09 06 17 c)	Appendix 40 Template Letters	Revised Appendix 40 Letters exchanged between the parties during Jan & Feb 2012. Final versions approved.		Resolved.
09 08 19 b)	Security Screening if Refuse or Fail	Employer to amend the MOA to reflect the PSC as discussed. EDL's continue to be discussed by the parties.		Employer to provide PSC MOA & EDL MOA.
10 10 20 b)	GSB Award dated October 1, 2010 (2009-2122)	The Employer confirmed its approach prior to the meeting. Further discussion on the approach ensued.		Employer to provide status updates on implementation progress.
11 11 21 a)	Seniority Lists	The Union requested a current and accurate seniority list given upcoming A.20.8 and Article 20.4 entitlements. The Employer provided a "one-off" report to address OPSEU's immediate concern.		No further action at this time.

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ITEM	ISSUE	EMPLOYER'S POSITION	UNION'S POSITION	ACTION REQUIRED
11 12 15 b)	Assignment or Displacement or Conditional Letters Request to indicate Home Ministry	Parties agreed that the Employer will identify the Home Ministry in the Assignment / Displacement / Conditional letters. The Employer actioned.		Resolved.
11 12 15 c)	Job ads and Specialized Software	Discussion ensued.		No further action required at this time.
11 12 15 d)	Delays in clearing specialized jobs	Discussion ensued. No further action required.		Resolved.
12 02 16 a)	MOE Direct Assignments (DW; HA)	Systemic issues with the redeployment process were discussed.		No specific action item identified at this time.
12 02 16 b)	List of Common Surplus Dates	OPSEU requests a list of all common surplus dates.		Employer to respond.
12 02 16 c)	Employee Portfolio - WH	OPSEU raises Q3 re: Oct 2011 Qs & As. The parties are addressing WH.		Employer to respond. Pending outcome.
12 02 16 d)	Percentage of all direct assignments to home ministry	OPSEU asks if the Employer tracks surplus employees placed into their home ministry.		Employer to respond.
GRIEVANCE OUTCOME PENDING				
11 03 17 a)	Article 20.8 (OPU# 2011-0999-0004)	Grievance filed on February 24, 2011. Hearing held February 24, 2012. Next hearing date is May 23, 2012. Further dates to be scheduled. ER to consider communications on temporary assignments.		Employer to provide status updates on progress of communications / process.
11 03 17 b)	SO's No Layoff Appendix 38 (OPU # 2011-0999-0011)	Grievance filed on March 7, 2011. August 12, 2011 GSB hearing date was September 16, 2011. Decision pending.		No further action required at this time.
11 03 17 c)	Article 20.1.2.4 Employee Portfolio Use of Job Spec (EN:Pg.2 Para 5) (OPU # 2011-0999-0024)	Grievance filed on April 21, 2011. Hearing date April 2, 2012 (to be confirmed by VC).		No further action required at this time.
11 05 19 a)	OCWA Plant Closures	Parties confirmed status. Pending grievance outcome.		No further action required at this time.

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11 10 17 a)	Legacy Checks	Employer to consider a "tip sheet". OPSEU proposed additional 3 days for informed employee consent. Hearing scheduled for March 26/12 on harmonization of legacy checks with PSC.		Employer to consider.
STANDING ITEMS				
a)	Interpretive Bulletins	No new Interpretive bulletins relating to employment stability.		No further action required at this time.
b)	Corporate Transition Reports	Employer provided reports for the year to date period as of December 2011, January 2012 and February 2012.		No further action required at this time.
c)	Conditional Assignment Stats	Employer provided report for the month of February 2012. To date, there have been no conditional assignments since April 1, 2011. Union raised issues regarding conditional assignment process.		No further action required at this time. Employer to respond.
d)	Advanced Direct Assignment Stats	Employer provided report on Advanced Direct Assignment Search (50 or more) year to date February 2012. Employer provided report on Advanced Direct Assignment Search (Appendix 40) year to date February 2012.		No further action required at this time.
e)	Employment Mobility / Human Resource Advisor Update	Employment Mobility Co-Ordinators / Human Resource Advisors and roles were discussed.		Employer to provide current EMC lists.
NEW BUSINESS				

Prepared by: D.A. Long
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