

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 –February 16, 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

ABBREVIATED MINUTES

February 16, 2012
 1:30 p.m.
 Queen's Park – Bargaining Centre
 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	Outstanding.		Employer to provide.
HOUSEKEEPING				
09 06 17 a)	Dispute Resolution Guidelines	Discussion of draft proposals.		Employer to provide response. Union to provide draft proposal.
09 06 17 c)	Appendix 40 Template Letters	Discussion of item deferred. Registration for Consideration for Redeployment in Advance of Notice of Layoff (Appendix 40) union's suggested revisions were tabled and shared electronically.		Union to provide response to draft within two weeks. Employer to respond.
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 revised MOA.
10 10 20 b)	GSB Award dated October 1, 2010 (2009-2122)	Parties discussed the Employer's approach and the draft MOA previously provided to OPSEU.		Employer to respond with MOA and/or confirm approach prior to next meeting.

ITEM	ISSUE	EMPLOYER'S POSITION	UNION'S POSITION	ACTION REQUIRED
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.
10 07 21 a)	Clarification on Displacement Between Agency and Ministry Employees (GSB# 2010-2347)	Parties entered into an MOS regarding the major CPB's on the application of Art. 20.4 & Art. 20.8.		Resolved.
11 03 17 a)	Article 20.8 (OPU# 2011-0999-0004)	Grievance filed on February 24, 2011 with next hearing date February 24, 2012.		No further action required at this time.
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 05 19 a)	OCWA Plant Closures	Parties to confirm status.		Parties to confirm status.
11 06 21 b)	Revenue Appendix 40 Surplusing	Policy grievance was filed on July 12, 2011 (OPU# 2011-0999-0035). Hearings scheduled December 20, 2011 & January 13, 2012. Parties entered into an MOS regarding MOR/MGS App 40 entitlement.		Resolved.
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 12 15 a)	Implementation of Article 20.8.1 and 20.8.3	The Employer confirmed that ministries have authority for assignment of surplus employees into temporary assignments in their own ministry in the last two months of notice in accordance with Article 20.8.1 and 20.8.3. Once a match is made, the ministry should advise the respective EMC/HRA.		Employer to consider issuing further communications.
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.

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c)	Conditional Assignment Stats	Employer provided report for the month of January 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 January 2012. Employer provided report on Advanced Direct Assignment Search (Appendix 40) year to date January 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				
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. Same seniority dates were discussed.		Employer provided to respond. Parties agreed will be dealt with on a case by case basis.
11 12 15 a)	Implementation of Article 20.8.1 and 20.8.3	The Employer confirmed that ministries have authority for assignment of surplus employees into temporary assignments in their own ministry in the last two months of notice in accordance with Article 20.8.1 and 20.8.3. Once a match is made, the ministry should advise the respective EMC/HRA.		Employer to consider issuing further communications.
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.		Employer to action.
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 at this time.

JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS) MEETING

ITEM	ISSUE	EMPLOYER'S POSITION	UNION'S POSITION	ACTION REQUIRED
12 12 16 a)	MOE Direct Assignments (DW; HA)	Systemic issues with the redeployment process were discussed.		No specific action item identified at this time.
12 12 16 b)	List of Common Surplus Dates	OPSEU requests a list of all common surplus dates.		Employer to respond.
12 12 16 c)	Employee Portfolio - WH	OPSEU raises Q3 re: Oct 2011 Qs & As		Employer to respond.
12 12 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.

Prepared by: D.A. Long
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