

MEMORANDUM

TO: Executive Board Members, CERC Team & MERC Teams
FROM: Ruth Hamilton, OPS Supervisor/Negotiator
DATE: November 19, 2012
SUBJECT: **JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS)**
Abbreviated Minutes – May 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

/pb
att.

cc: Senior Staff
Job Security

JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS) MEETING

ABBREVIATED MINUTES

May 16, 2012

1:00 p.m.

OPSEU HEAD OFFICE – Room 201 (Teleconference)
Toronto, Ontario

OPSEU: Sandra Harper, Dylan Lineger, Nathan Aubin, Glenna Caldwell, Cameron Walker (Regrets)

Employer: Deborah-Annie Long, Jamesene King, Laurie Cregan (regrets), Chris Wright, Robert Gordica, Diane Maurice, Stefan Pietrangelo, Dali Aung

ITEM	ISSUE	EMPLOYER'S POSITION	UNION'S POSITION	ACTION REQUIRED
HOUSEKEEPING				
Minutes	October 17, 2011 February 16, 2012	Minutes received. Outstanding.		Approved. Employer to provide.
BUSINESS ARISING				
09 06 17 a)	Dispute Resolution Guidelines	Item deferred.		
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 provided a brief update on the progress of implementation.		Employer to provide status updates on implementation progress.
11 12 15 c)	Job ads and Specialized Software	Discussion ensued.		No further action required at this time.
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	Further to OPSEU's request for a list of all common surplus dates, the Employer advised of its reluctance to provide the dates.		No specific action item identified at this time.

JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS) MEETING

ITEM	ISSUE	EMPLOYER'S POSITION	UNION'S POSITION	ACTION REQUIRED
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 surplussed 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 dates April 2 and May 23, 2012.		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.
11 06 21 b)	MOR App 40 (OPU #2011-0999-0035)	Grievance filed on July 12, 2011. Hearing date February 27 and September 20, 2012. Pending grievance outcome.		No further action required at this time.
11 11 21 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.

JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS) MEETING

ITEM	ISSUE	EMPLOYER'S POSITION	UNION'S POSITION	ACTION REQUIRED
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				
12 05 16 a)	MTO (JL) Displacement	OPSEU requested clarity on the matter of MTO (JL) displacement and the potential impact. The Employer confirmed that RSO had followed up and that there were no other employees eligible to displace that particular position.		No further action required at this time.
12 05 16 b)	Seniority Lists	OPSEU requests that the Employer provide an updated seniority list to coincide with the common displacement dates. The Employer advises that seniority lists are provided per the collective agreement and that it is not in agreement to provide ongoing updates.		No further action required at this time.

Prepared by: D.A. Long
(416) 325-6414