

MEMORANDUM

TO: Executive Board Members, CERC Team & MERC Teams

FROM: Ruth Hamilton, OPS Supervisor

DATE: July 08, 2011

RE: JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS)
MINUTES – March 17, 2011

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

PLEASE NOTE: THESE MINUTES WERE PREPARED BY THE EMPLOYER.

AUTHORIZED FOR DISTRIBUTION: IN SOLIDARITY,



Warren (Smokey) Thomas
President



Ruth Hamilton
OPS Supervisor

/sk
att.

cc: Senior Staff
Job Security

JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS) MEETING

ABBREVIATED MINUTES

March 17, 2011
1:00 p.m. – 4:00 p.m.
Queen's Park – Bargaining Centre
77 Wellesley Street West, 7th floor
Toronto, Ontario

OPSEU: Cameron Walker, Sandra Harper, Chris Cormier
 Employer: Shirley Shamash, Kate Allingham, Chris Wright, Mike Bailey, Deborah-Anne Long, Laurie Cregan

Regrets: Peter Wall, Elaine Bagnall

ITEM	ISSUE	EMPLOYER'S POSITION	UNION'S POSITION	ACTION REQUIRED
HOUSEKEEPING				
Minutes	February 17, 2011	Revisions made.		Employer to revise Minutes for February 17, 2011 meeting and prepare Minutes for March 17, 2011 meeting.
BUSINESS ARISING				
09 02 20 a)	Explanatory Notes – Revision Per New Collective Agreement	The parties continued their discussions with respect to the interpretation and application of the language of Appendix 40.		Employer to consider issues raised and to update draft explanatory note as necessary.
09 06 17 a)	Dispute Resolution Guidelines	Discussion of item deferred.		Union to provide draft for discussion.
09 06 17 b)	Assignment Letters	The parties completed their review of the template letters.		Item resolved. Remove from Agenda.
09 06 17 c)	Appendix 40 Template Letters	Discussion of item deferred until the parties finalize the draft explanatory note on Appendix 40.		The parties will continue to address concerns relating to template letters for pending transformations that fall within the scope of Appendix 40.

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09 08 19	Security Screening if Refuse or Fail	Discussion of item deferred.		The Union will continue to address broader issue at CERC. JESS will continue to deal with concerns on a case by case basis.
10 01 20	CERC Referral: Temporary Assignments	Policy grievance has been filed (2011-0999-0004).		Move to Pending Grievance Outcome section.
10 10 20 b)	GSB Award dated October 1, 2010 (2009-2122)	The parties continued to consider the option discussed.		Employer to respond to Union as soon as practical.
11 02 17 a)	Job Trades	The Employer revised its RIMS Job Trades list to include the list of cities an employee wishes to job trade to.		Employer to advise Union of contact person as issue is out of scope for JESS.
11 02 17 b)	Process for Conditional Assignments	Item addressed at the February JESS meeting.		Remove from Agenda.
DEFERRED: PENDING GRIEVANCE OUTCOME				
06 06 21	Article 22.7	The parties reached a tentative settlement at the Grievance Settlement Board on March 15, 2011.		Parties to advise once approval has been obtained.
10 07 21 a)	Clarification on Displacement Between Agency and Ministry Employees	The parties discussed concerns relating to the grievance. A hearing date has been scheduled for July 2011.		Parties to continue to address concerns identified in corporate policy grievance. In the interim, issues will be addressed on a case by case basis.
STANDING ITEMS				
	Interpretive Bulletins	No new interpretive bulletins relating to employment stability.		No further action required at this time.
	Corporate Transition Reports	Employer provided report for period as of March 1, 2011.		No further action required at this time.
	Conditional Assignment Stats	Employer provided report for month of February 2011.		No further action required at this time.

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	Advanced Direct Assignment Stats	Employer provided report on Advanced Direct Assignment Search (50 or more) year to date March 1, 2011. Employer provided report on Advanced Direct Assignment Search (Appendix 40) year to date March 1, 2011.		No further action required at this time.
	MERC Reports	Employer provided listing of employees by ministry.		No further action required at this time.
	Regional Recruitment Centres	No updates.		No further action required at this time.
NEW BUSINESS				
11 03 17 b)	Vacancies Holding Report	The parties discussed the content of the Vacancies Holding Report.		Employer to confirm meaning of RIMS codes used in the report.
11 03 17 c)	Article 20.1.2.4 Employee Portfolio Use of Job Spec	The parties discussed the use of a job spec when no employee portfolio or when minimal information is submitted by an employee.		Parties to discuss further.
11 03 17 d)	St. Lawrence Parks Commission/ Ministry of Tourism – AP Info Officer 3	Pending resolution of the policy grievance on displacement between Agency and Ministry employees, the Union advised the Employer of an Agency employee approaching their displacement window.		Employer to look into issue and to advise.

Prepared by: Shirley Shamash
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