

MEMORANDUM

TO: Executive Board Members, CERC Team & MERC Teams
FROM: Ruth Hamilton, OPS Supervisor/Negotiator
DATE: February 16, 2012
SUBJECT: **JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS)**
Minutes –December 15, 2011

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

/is
att.

cc: Senior Staff
Job Security

JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS) MEETING

ABBREVIATED MINUTES

December 15, 2011
 1:00 p.m. – 4:00 p.m.
 77 Wellesley Street, 7th Floor
 Toronto, Ontario

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

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 at the January meeting. Employer to respond.
09 08 19 b)	Security Screening if Refuse or Fail	Employer previously provided draft MOA reflecting approach discussed for PSC and EDL security checks. Parties agreed to discuss before the next meeting.		Union to respond. Parties to set the date to meet.
10 10 20 b)	GSB Award dated October 1, 2010 (2009-2122)	Employer forwarded draft MOA based on implementation approach discussed.		Union to review and respond prior to next meeting.

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11 10 17 a)	Legacy Checks	Parties to discuss in interim.		Defer to next meeting.
10 07 21 a)	Clarification on Displacement Between Agency and Ministry Employees (GSB# 2010-2347)	Grievance filed on July 30, 2010. July 27, 2011 GSB hearing date was adjourned and was rescheduled to October 27, 2011. The next hearing date is December 23, 2011.		Continue to deal with issues on a case by case basis.
11 03 17 a)	Article 20.8 (OPU# 2011-0999-0004)	Grievance filed on February 24, 2011. GSB hearing date was November 23, 2011. The next hearing date is 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	Grievance was scheduled for hearing at the GSB on August 30, 2011. Parties to confirm status.		No further action required at this time.
11 06 21 b)	Revenue Appendix 40 Surplusing	Policy grievance was filed on July 12, 2011 (OPU# 2011-0999-0035). Hearing scheduled for December 20, 2011 and January 13, 2012.		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. Parties to confirm hearing date.		No further action required at this time.
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 report for the year to date period as of November 1, 2011.		No further action required at this time.
c)	Conditional Assignment Stats	Employer provided report for the month of November 2011. To date, there has been no conditional assignment since April 1, 2011. Union raised issues regarding conditional assignment process.		Employer to respond.

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d)	Advanced Direct Assignment Stats	Employer provided report on Advanced Direct Assignment Search (50 or more) year to date December 1, 2011. Employer provided report on Advanced Direct Assignment Search (Appendix 40) year to date December 1, 2011.		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.		No further action required at this time.
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 to provide updated seniority lists. 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	Employer confirmed that ministries are responsible and have the authority for placement under Article 20.8.1 and 20.8.3. Once a match is made, the ministry should advise the respective EMC/HRA.		Employer to issue communication to SBU Directors.
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.

Prepared by: Sandra A. Harper
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