

MEMORANDUM

TO: Executive Board Members, CERC Team & MERC Teams

FROM: Ruth Hamilton, OPS Supervisor

DATE: October 17, 2013

SUBJECT: **JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS)
ABBREVIATED MINUTES – September 19, 2013**

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

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att. JESS Minutes – September 19, 2013

JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS) MEETING

ABBREVIATED MINUTES

September 19, 2013
 11:00 a.m.
 OPSEU – 100 Lesmill Road
 Toronto, Ontario

OPSEU: Glenna Caldwell, Sandra Harper, Cameron Walker, Cindy Falcao (regrets), Betty Marchegiano
 Employer: Deborah-Anne Long, Diane Maurice, Dali Aung, Laila Krieg, Chris Wright, Robert Gordica, Houman Zadeh

ITEM	ISSUE	EMPLOYER'S POSITION	UNION'S POSITION	ACTION REQUIRED
BUSINESS ARISING				
09 06 17: a)	Dispute Resolution Guidelines	Item deferred.		OPSEU to provide draft document for discussion at October meeting.
09 06 17: c)	Appendix 40 Template Letters	Item deferred.		JESS to review Appendix 40 Letters.
09 08 19: b)	Policy Security Screening (if Refuse or Fail)	<p>Subject to further discussion on the policy by the CERC Working Group, in the interim:</p> <p>The parties agree that for Targeted Direct Assignment (TDA) or displacement, if the EP indicates the employee will not agree to undergo security screening, the Employer will not consider the employee for positions requiring security screening.</p> <p>If requested, the HRA/EMC will inquire into the specifics of the security clearance requirements of a TDA position, on behalf of the employee.</p>		Employer will continue to notify OPSEU of instances where employees are offered a displacement either fail or refuse to authorize a security check.
12 06 21: b)	Art. 22.7 Memo	Item deferred.		JESS to discuss the process.

JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS) MEETING

ITEM	ISSUE	EMPLOYER'S POSITION	UNION'S POSITION	ACTION REQUIRED
13 02 21: b)	Dispute Resolution role of the JESS in resolving Interpretative and individual issues that have been grieved.	Item deferred.		OPSEU will endeavour to provide a proposal by the October meeting. JESS to then consider.
GRIEVANCE OUTCOME PENDING				
13 06 20: c)	Displacement Beyond 40 km – Identification of Cities	OPSEU's position is that the CA provides where displacing beyond 40 km the search should be based on seniority province wide versus by identified cities. JESS discussed prior to the September meeting. The Employer updated its information and advised OPSEU.		Pending grievance outcome.
13 02 21: c)	Documents proposed to amend/replace the current Employee Portfolio	Employer previously provided documents.		Pending grievance outcome.
13 06 20: g)	Appendix 40 Designation	OPSEU requested designation for MCYS TRC non-clinical staff and MEDU provincial schools. MCYS resolved with MOA. MEDU policy grievance outstanding.		Defer MEDU pending grievance outcome.
13 06 20: h)	MCYS – TRC – Surplus Alert Parameters	OPSEU's position is that the SNA should apply across an institution not a program area.		Pending grievance outcome.
STANDING ITEMS				
a)	Interpretive Bulletins	No employment stability interpretive bulletins for the current collective agreement are available.		No further action required at this time.
b)	Corporate Transition Reports	Employer provided reports for the year to date period up to August 2013.		No further action required at this time.

G.M.C

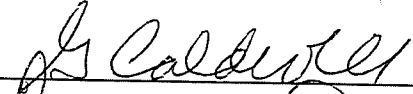
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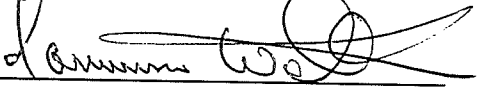
ITEM	ISSUE	EMPLOYER'S POSITION	UNION'S POSITION	ACTION REQUIRED
c)	Advanced Direct Assignment Stats	Employer provided report on Advanced Direct Assignment Search (50 or more) year to date August 2013. Employer provided report on Advanced Direct Assignment Search (Appendix 40) year to date August 2013.		No further action required at this time.
d)	Employment Mobility / Human Resource Advisor Contact List	Employer provided updated list of HR managers in July 2013.		No further action required at this time.
NEW BUSINESS				
13 06 20: b)	Explanatory Notes	Union provided comments. JESS convened on August 27, 2013 to discuss further. JESS will continue to review.		JESS to convene October 8, 2013 to review.
13 06 20: i)	Lateral Transfer Process	OPSEU provided comments on the implementation package. The matter was then referred back to JESS from CERC. September 19, 2013, JESS discussed and agreed on the outstanding process matters.		The Employer is to provide updated LT process materials.
2013 Meeting Dates				
		October 17, 2013 – QP November 21, 2013 – OPSEU December 19, 2013 - QP		

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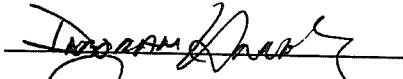
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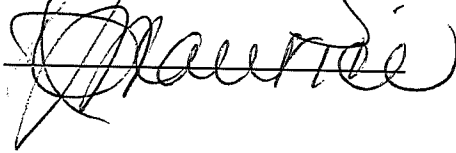
For the Union





For the Employer





Dated: September 19 / 2013