



**MEMORANDUM**

**TO:** Executive Board Members, CERC Team & MERC Teams

**FROM:** Ruth Hamilton, Supervisor

**DATE:** September 20, 2013

**SUBJECT:** **JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS)  
ABBREVIATED MINUTES – August 15, 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,

A handwritten signature in black ink, appearing to read "Warren Thomas".

Warren (Smokey) Thomas  
President

A handwritten signature in black ink, appearing to read "Ruth Hamilton".

Ruth Hamilton  
Supervisor

/el

att. JESS Minutes – August 15, 2013

# JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS) MEETING

## ABBREVIATED MINUTES

August 15, 2013

11:00 a.m.

QUEEN'S PARK – Large Bargaining Centre  
Toronto, Ontario

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

ITEM	ISSUE	EMPLOYER'S POSITION	UNION'S POSITION	ACTION REQUIRED
<b>BUSINESS ARISING</b>				
09 06 17: a)	Dispute Resolution Guidelines	Item deferred.		OPSEU to provide draft document for discussion at September meeting.
09 06 17: c)	Appendix 40 Template Letters	Item deferred.		Parties 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	Parties to discuss the process.		Parties to discuss.

*Carl*

## 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.	Parties to consider.		OPSEU will endeavour to provide a proposal by the September meeting.
<b>GRIEVANCE OUTCOME PENDING</b>				
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 to discuss prior to September meeting.
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	<p>OPSEU requested designation for MCYS TRC non-clinical staff and MEDU provincial schools.</p> <p>MCYS resolved with MOA.</p> <p>MEDU policy grievance outstanding.</p>		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.
<b>STANDING ITEMS</b>				
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 July 2013.		No further action required at this time.
c)	Advanced Direct Assignment Stats	<p>Employer provided report on Advanced Direct Assignment Search (50 or more) year to date July 2013.</p> <p>Employer provided report on Advanced Direct Assignment Search (Appendix 40) year to date July 2013.</p>		No further action required at this time.

*COMC*

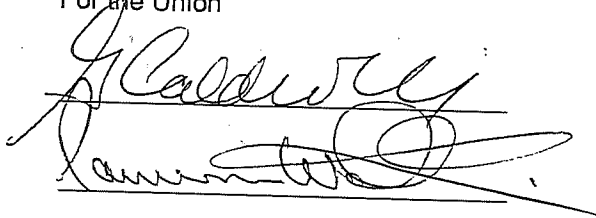
## JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS) MEETING

ITEM	ISSUE	EMPLOYER'S POSITION	UNION'S POSITION	ACTION REQUIRED
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.
<b>NEW BUSINESS</b>				
13 02 21: d)	HRA roles for a surplus member.	Employer confirms dedicated HRA contact as per their NOL.		Item to be removed from agenda.
13 06 20: a)	Layoff Election Form – Ministry Identification	Employer confirms template updated to include ministry name.		Item to be removed from agenda.
13 06 20: b)	Explanatory Notes	Union provided comments. JESS will continue to review.		JESS convening on August 27, 2013 to discuss further.
13 06 20: f)	Surplus Alert and Employee Relocation/ Removal	OPSEU discussed concern that employees receiving surplus alert notice are being relocated or removed.		Employer followed-up regarding appropriate practice.  Item to be removed from agenda.
13 06 20: i)	Lateral Transfer Process	OPSEU provided comments to employer on the implementation package.		OPSEU to refer back to CERC.
<b>2013 Meeting Dates</b>				
		August 27, 2013 – QP (9:30 a.m. start) September 19, 2013 – OPSEU October 17, 2013 – QP November 21, 2013 – OPSEU December 19, 2013 - QP		

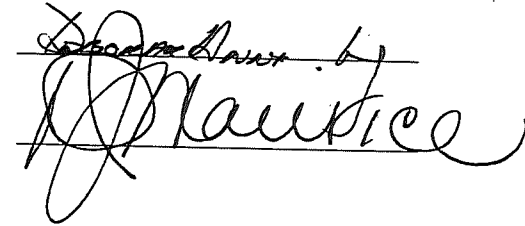
*CML*

**JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS) MEETING**

For the Union

A handwritten signature in cursive script, appearing to read "G. Cassidy", written over a horizontal line. Below the line, there is a large, stylized flourish or scribble.

For the Employer

A handwritten signature in cursive script, appearing to read "Maurice", written over a horizontal line. Below the line, there is a large, stylized flourish or scribble.

Dated: August 15 / 2013