

Terms of Reference
For the
Joint Employment Stability Sub-committee (JESS)
Between the Employer and OPSEU

Purpose:

To facilitate communication and discussion between the Employer and OPSEU on matters pertaining to lay-off, displacement and recall as set out in the collective agreement, to ensure all contentious issues are resolved quickly and to the satisfaction of all parties; and to safeguard the fair and responsible treatment of all employees.

Scope:

Matters for consideration by this Sub-committee shall be only those set out in Articles 19, 20B, and Appendixes 9, 10, 13, 14 and 18 of the collective agreement, and shall include the following:

- Standards and norms governing the review of qualifications and assessment of surplus employees;
- Matters related to transition support and retraining programs linked to redeployment practices and procedures;
- Issues arising out of decisions by the Employer which may affect continued employment of fifty (50) or more employees within a Ministry'
- Issues arising out of the disposition or any other transfer of bargaining unit functions or jobs to the private or broader public sectors.

Any disputes or issues not resolved by the Joint Employment Stability Sub-committee may be submitted to the Corporate Employee Relations Committee (CERC).

JESS discussions shall not be subject to mediation or arbitration. See Dispute Resolution Guidelines with regards to JESS decisions.

Responsibilities:

- To conduct meetings and resolve issues in a timely fashion, with disclosure as circumstances warrant.
- To make appropriate recommendations in response to matters tabled by either party for consideration before the Sub-committee.
- To invite one representative from each party from the ministry where an issue arose to make representations before the Sub-committee.

Agenda:

The meeting agenda will be set jointly by the parties and shared one (1) week in advance of the next scheduled meeting.

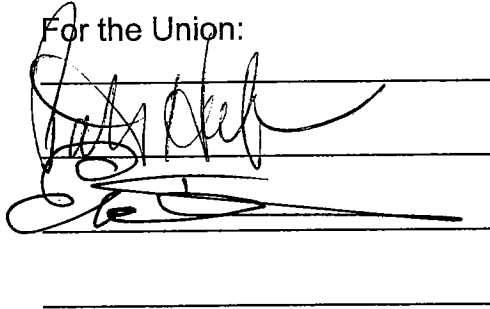
Composition:

The Joint Employment Stability Sub-committee shall be composed of an equal number of up to five (5) representatives from each party. Either party may invite additional representatives to address specific issues.

These Terms of Reference supersede the Terms of Reference dated July 5, 2001.

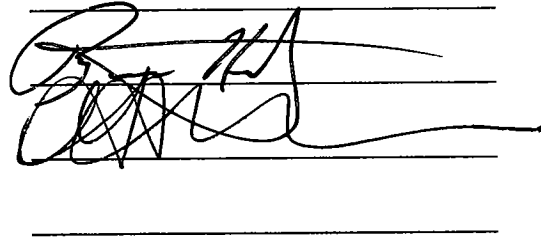
Signed at the city of Toronto on the 14th day of July, 2006.

For the Union:



A handwritten signature in black ink, written over three horizontal lines. The signature is cursive and appears to be 'J. Smith'.

For the Employer:



A handwritten signature in black ink, written over three horizontal lines. The signature is cursive and appears to be 'R. Jones'.