

OPSEU



## JOINT CERC ANNOUNCEMENT

July 9, 2008

### Agreement on the Facilitation of Transition of Employees

We are pleased to announce that OPSEU and the Employer reached an agreement in early June that is designed to facilitate the transition of OPSEU represented employees affected by workplace transitions in the OPS that will result in job loss.

Highlights of the Agreement include:

- In advance of the actual notice of layoff, impacted employees (those who are disclosed as being job threatened) can complete Employee Portfolios and thereby have access to Direct Assignments.
- Time spent by fixed term employees replacing directly assigned employees under the MOA does not count toward conversion of fixed term to regular.
- Access to longer conditional assignments that may also operate to extend the surplus notice.
- Commitments for local Ministry and OPSEU to explore and communicate career planning and other transitional options for impacted employees.
- Agreement that where restructurings affect less than 50 employees, Ministry MERCS are encouraged to discuss in-placement strategies.

Questions and Answers concerning the Agreement were developed by the Employer in consultation with OPSEU to guide OPS managers, OPSEU representatives and OPSEU represented employees in the application and interpretation of the new Agreement. These are not intended to substitute for the actual language in the MOA or in the Collective Agreement.

Electronic versions of the Memorandum of Agreement and the Questions and Answers will be available through the OPSEU website ([www.opseu.org](http://www.opseu.org)) and on the Employee Relations Portal and HR Open Web through "My OPS" intranet site.

Sincerely,

Eric Morin  
Co-Chair, CERC

David Logan  
Co-Chair CERC  
ADM, Employee Relations  
Division