

## MEMORANDUM

**OPSEU**



**SEFPO**

Syndicat des Employé-e-s  
de la Fonction Publique  
de l'Ontario

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

**FROM:** Terry Baxter  
OPS Supervisor/Negotiator

**DATE:** October 13, 2005

**SUBJECT:** **JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS)  
MINUTES – JUNE 16, 2004**

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Attached for your information, please find the minutes of the above captioned meeting.

**PLEASE NOTE: THESE MINUTES WERE PREPARED BY THE EMPLOYER.**

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,

Leah Casselman  
President

Terry Baxter  
OPS Supervisor/Negotiator

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att.

c. Senior Staff  
Job Security

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

**ABBREVIATED MINUTES**

**June 16, 2004  
1:00 p.m. – 3:00 p.m.  
100 Lesmill Rd.**

**For OPSEU:** Sandra Harper, Sandra Noad, Marilyn Miller, Cameron Walker  
**For the Employer:** Ade Adekeye, Kim Bellissimo, David Callum, Carol Pauker  
**Regrets:** Ann MacDonald

<b>ITEM</b>	<b>ISSUE</b>	<b>EMPLOYER'S POSITION</b>	<b>UNION'S POSITION</b>	<b>ACTION</b>
Standing	May 26, 2004 meeting summary reviewed.			
Standing	Interpretive Bulletins			Deferred.
Standing	Corporate Transition Reports			Employer reports to
Standing	I & IT	The Employer advised that there are no new updates on this item.		
Standing	Bargaining Unit Integrity			Deferred.
02 10 02	Conversion of Part-Time Unclassified Employees to Regular Part-Time Status	The Employer described a set of objectives and interests that it had as the parties enter into this process.	The Union responded with its own objectives and interests and described its concerns with the present use of part-time unclassified employees. The Union stressed its preference that part-time unclassified positions not take the place of full-time positions.	Parties to subcommittee of a joint their responsibility on items  If necessary available Education Branch.

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

<b>ITEM</b>	<b>ISSUE</b>	<b>EMPLOYER'S POSITION</b>	<b>UNION'S POSITION</b>	<b>ACTION REQUIRED</b>
03 04 02	Security Checks	With respect to security checks for the OPS, the Employer is looking at finalizing a policy, but it has not been implemented.	The Union wants to be able to look at whether there is the capacity to review a security check assessment.	Employer to re-send the CPIC letter used by the Provincial Schools Authority.
03 05 01	Transition Reports	The Employer does not yet have the transition reports electronically, but will share them with the Union when it is available.  The Employer asked for clarity with respect to the purpose and use of the reports by individual MERCs	The Union clarified that the reports would only be used for general issues with job security per Article 20, Appendix 9, and Appendix 18. The reports would not be automatically supplied for grievance hearings. The reports may be used for accommodation and return-to work issues.  The Union further noted that job security officers are not always copied on surplus letters and pre-notice letters. Being copied allows them to better counsel employees.	Employer to review this information and prepare a protocol.
03 10 01	GSB # 409/00 (Dupuis)			Parties to set additional date to discuss Dupuis compliance.
04 02 01	Transformation Agenda		The Union provided a list of improvements to the job security framework.	Employer to review and respond.
04 02 02	Max + Merit and Notice Period			Deferred.
04 02 04	Job Mart/Topical			Deferred.
04 02 05	Common Counters			Deferred.

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

Prepared by: David Callum (416-325-8844)