

## 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 – OCTOBER 29, 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,

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Leah Casselman  
President

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Terry Baxter  
OPS Supervisor/Negotiator

100 Lesmill Road,  
Toronto, Ontario  
M3B 3P8

e-mail: [opseu@opseu.org](mailto:opseu@opseu.org)  
[www.opseu.org](http://www.opseu.org)

100 chemin Lesmill,  
Toronto, Ontario  
M3B 3P8

courrier électronique  
[opseu@opseu.org](mailto:opseu@opseu.org)  
[www.opseu.org](http://www.opseu.org)

Tel: (416) 443-8888  
Fax: (416) 443-9670

Ontario:

Toll free: 1-800-268-7376

TDD:

(416) 443-9898

or

1-800-663-1070

LC/ms

att.

c. Senior Staff  
Job Security

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

**ABBREVIATED MINUTES**

October 29<sup>th</sup>, 2004  
 9:30 a.m. – 12:30 p.m.  
 100 Lesmill Rd.

**For OPSEU:** Sandra Harper, Marilyn Miller, Cameron Walker, Neil Fraser  
**For the Employer:** Carol Pauker, Tom Sharp  
**Regrets:** Kim Bellissimo, Sandra Noad, Ann MacDonald

<b>ITEM</b>	<b>ISSUE</b>	<b>EMPLOYER'S POSITION</b>	<b>UNION'S POSITION</b>	<b>ACTION</b>
Standing	June Meeting Summary Reviewed.			
Standing	Interpretive Bulletins		Union requested a complete package of the current interpretive bulletins, preferably electronically.	Employer
Standing	Corporate Transition Reports	The Employer provided the latest transition reports to OPSEU.	The Union received the latest transition report.  The Union requested clarification as to what periods are covered by the reports.	Employer reports to  Employer about per
Standing	I & IT			Deferred
02 10 02	Conversion of Part-Time Unclassified Employees to Regular Part-Time Status		The Union requested that the Employer determine whether it still had the resources and appetite to pursue providing joint recommendations on this topic to the bargaining teams.	The Employer ability to joint reco bargaining

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<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	<p>The Employer requested that corporate security checks be removed from the JESS agenda.</p>	<p>Regarding the Security Checks required in the Ministry of Education, the Union raised two questions.</p> <ol style="list-style-type: none"> <li>1) What appeals mechanism is in place where the employee fails the test?</li> <li>2) What redeployment mechanism is in place where an employee fails the test?</li> </ol> <p>Union believes that corporate security checks can be removed from JESS agenda, until/unless information comes to light that would potentially impact the employment stability of existing employees. Should it appear that this is not the case, the union will request that the item be returned to the agenda.</p>	<p>Employer to provide a response.</p> <p>Item removed from Agenda.</p>

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03 05 01	Transition Reports		<p>The Union reiterated that their practice is to share the transition reports with MERC teams, in their capacity as redeployment agents.</p> <p>The Union asked:</p> <ol style="list-style-type: none"> <li>1) Can these reports be made available to the Union electronically?</li> <li>2) If not what is the protocol for the Union sharing this information (i.e. does employer object to sharing of whole reports)?</li> </ol>	<p>Employer to look into whether this can be done.</p> <p>Employer to respond.</p>
	Surplus & Pre-Surplus Letters		<p>The Union reiterated their request that Job Security Officers be copied on Surplus Letters and Pre-Notice Letters. The purpose is to allow them to better counsel their members.</p>	<p>Union to advise on what ministries do not copy on these letters.</p>
03 10 01	GSB # 409/00 (Dupuis)		<p>The Union asked who is taking over this file in Employee Relations Division.</p>	<p>The Employer will confirm and contact the Union when dates are known.</p>

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

ITEM	ISSUE	EMPLOYER'S POSITION	UNION'S POSITION	ACTION REQUIRED
04 02 01	Transformation Agenda			Parties agreed to establish a working group to meet and discuss the Union's proposed changes to the Job Stability provisions in the CA.  Item Removed from Agenda.
04 02 04	Job Mart/Topical	The hiring freeze continues with a maximum of 35 ads in job mart.		Remains on agenda.
04 02 05	Common Counters	Employer requested that this item be removed from the agenda.  Paul Moore at CBS has indicated that while positions have been hired to design set up of counters, the project is not actually advancing at this time.	The Union advised that there appeared to be movement on this initiative, with disclosures having been made in mid-October.  A subsequent CBS MERC meeting was scheduled to address questions raised by the Union subsequent to the October disclosure on November 4 <sup>th</sup>	The Union JESS team requested permission to listen in on the CBS MERC teleconference.  The Employer committed to requesting permission for Employer and Union JESS representatives to listen in.

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<b>ITEM</b>	<b>ISSUE</b>	<b>EMPLOYER'S POSITION</b>	<b>UNION'S POSITION</b>	<b>ACTION REQUIRED</b>
04 09 01	Shared Service Bureau Reorganization	<p>The Employer expressed satisfaction with the agreement reached between the Union and Management MERC teams in MBS. The Employer expressed gratitude at the recognition of the Employer's efforts on the OPSEU website.</p> <p>Both parties agreed to record the current employee statistics from the initiative:</p> <ul style="list-style-type: none"> <li>45 Relocations</li> <li>10 Retiring with Pension</li> <li>28 Pay-In-Lieu</li> <li>35 Direct Assignments</li> <li>28 Assignments as a result of MERC Agreement.</li> <li>15 corporate redeployment matches</li> <li>10 Displacement offers</li> <li>1 Job Competition won</li> <li>23 Employees still available for direct assignment.</li> </ul>	<p>The Union also expressed its satisfaction with the efforts of the parties to reach a creative agreement that meets the interests of both parties.</p> <p>The Union stated its willingness to utilize the JESS as a dispute resolution forum for disagreements arising from the SSB agreement. The JESS Dispute Resolution Guidelines allow an employee to forward a dispute to JESS without limiting their right to grieve.</p>	<p>The Employer will assess its willingness to utilize JESS for this purpose.</p>
NEW ITEMS				

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<b>ITEM</b>	<b>ISSUE</b>	<b>EMPLOYER'S POSITION</b>	<b>UNION'S POSITION</b>	<b>ACTION REQUIRED</b>
04 10 01	Article 20.17.3	The Employer is willing to discuss this topic where it does not interfere with the litigation of cases currently before the GSB.	In order for JESS to carry out its mandate under the Article 20.17.3 and the Terms of Reference, the Union must have an understanding of the process in place for assessing the qualifications of surplus employees in the redeployment process.  The Union is concerned that the process and the standards used has changed since 1993. The Union posed specific questions relating to who makes the determinations regarding qualifications and what standards are applied.	The Employer will endeavour to answer the questions posed.

Prepared by: Tom Sharp (416-325-6413)