

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 – SEPTEMBER 23, 2004**

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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President

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att.

c. Senior Staff
Job Security

JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS) MEETING

ABBREVIATED MINUTES

September 23rd, 2004

1:00 p.m. – 3:00 p.m.

77 Wellesley St.

For OPSEU: Marilyn Miller, Cameron Walker ,
For the Employer: David Callum, Carol Pauker, Tom Sharp, Ann MacDonald
Guests: Paula Pipe (MBS), Michael Villeneuve (MBS)
Regrets: Kim Bellissimo, Sandra Harper, Sandra Noad

ITEM	ISSUE	EMPLOYER'S POSITION	UNION'S POSITION	ACT
Standing	June Meeting Summary Reviewed.			
Standing	Interpretive Bulletins			Deferred.
Standing	Corporate Transition Reports			Employer reports to
Standing	I & IT			Deferred
Standing	Bargaining Unit Integrity	The Employer requested that the item be removed from the agenda.	The Union agreed to remove the item from the agenda.	Removed
02 10 02	Conversion of Part-Time Unclassified Employees to Regular Part-Time Status			Appendix A working and discus 26 th , 2004

JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS) MEETING

ITEM	ISSUE	EMPLOYER'S POSITION	UNION'S POSITION	ACTION REQUIRED
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> <p>1) What appeals mechanism is in place where the employee fails the test?</p> <p>2) What redeployment mechanism is in place where an employee fails the test?</p>	<p>Employer to provide a response.</p>
			<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>Item removed from Agenda.</p>

JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS) MEETING

ITEM	ISSUE	EMPLOYER'S POSITION	UNION'S POSITION	ACTION REQUIRED
03 05 01	Transition Reports		<p>The Union stated 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"> 1) Can these reports be made available to the Union electronically? 2) If not what is the protocol for the Union sharing this information (i.e. does employer object to sharing of whole reports)? 	<p>Employer to look into whether this can be done.</p> <p>Employer to respond.</p>
03 10 01	<p>Surplus & Pre-Surplus Letters</p> <p>GSB # 409/00 (Dupuis)</p>		<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> <p>Parties to set additional date to discuss Dupuis compliance.</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.
04 02 02	Max + Merit and Notice Period	The Employer's position is that it is not possible for an employee to qualify for max+merit without an evaluation. An evaluation requires that the employee have a period of performance to evaluate.	The Union disagrees with the Employer's position.	Item removed from the 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 concurred that the item could be removed from the JESS Agenda	Removed From Agenda
NEW ITEMS				

JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS) MEETING

ITEM	ISSUE	EMPLOYER'S POSITION	UNION'S POSITION	ACTION REQUIRED
04 09 01	Shared Service Bureau Reorganization		<p>The Union believes that the involvement of JESS in negotiating employment stability agreements would be beneficial given JESS has prior experience negotiating such agreements.</p> <p>The Union raised concerns with the interpretation of the two clauses in the agreement paragraphs 7 and 12.</p> <p>Where accommodation under the code may be required, the Employer should investigate the option prior to requiring election</p> <p>The Union raised some general issues surrounding redeployment and displacement</p>	<p>Employer to confirm its position on the two clauses in the agreement and on issue of accommodation under the code.</p>

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