

OPSEU



SEFPO

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

MEMORANDUM

TO: Executive Board Members, CERC Team & MERC Teams
FROM: Terry Baxter, OPS Supervisor/Negotiator
DATE: November 10, 2006
**SUBJECT: JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS)
Minutes – September 20, 2006**

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

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

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,

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President

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JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS) MEETING

ABBREVIATED MINUTES

September 20, 2006
 1:00 p.m. – 4:30 p.m.
 Collective Bargaining Centre, 77 Wellesley

For OPSEU: Sandra Harper, Elaine Bagnall, Rheel Delaquis
 For the Employer: Ryan Roche, Ed Johnson, Ann MacDonald
 Regrets: Cameron Walker, Pati Habermann, Carol Pauker, Cathie Rogers

ITEM	ISSUE	EMPLOYER'S POSITION	UNION'S POSITION	ACTION REQUIRED
HOUSEKEEPING				
Minutes	June 21, 2006			The parties agreed to the minutes. No action required.
BUSINESS ARISING				
05 09 27	Explanatory Issues	The Explanatory Notes were jointly released on July 25, 2006		OPSEU to post notes on website Remove from agenda
05 09 27	JESS Terms of Reference and Dispute Resolution Guidelines	Signed off by CERC Co-chairs on July 14, 2006.		Remove from agenda
06 01 18	MOA re Security Checks	The employer committed to further discuss the role of JESS in the redeployment process when and if the volume of redeployment activity relating to security checks becomes significant.	The Union expressed an interest in establishing a process for addressing redeployment issues relating to security checks	Parties to discuss as necessary
06 06 21	Article 22.7	Deferred pending the outcome of an ongoing grievance		No action required

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STANDING ITEMS				
	Interpretive Bulletins			No new Interpretive Bulletins were issued.
	Corporate Transition Reports	The Employer provided the Corporate Transition Reports for July, August and September.		
06 06 21	VEO Registry	The Employer advised that the requested VEO information can be found in the weekly reports provided and which are identified as VP.	The Union expressed an interest in also knowing the incumbent name, seniority and location	Employer to follow up on additional information requested.
NEW BUSINESS				
06 09 20	Timing of Redeployment Process	<p>The employer advised that Employee Portfolio's are critical to the matching process so extra time was provided for processing in order to ensure that the most senior employees were appropriately included in the matching process.</p> <p>The Employer acknowledged that much was learned about the new redeployment process with this initiative, which will be carried over to future redeployment exercises</p>	<p>The Union expressed concern over the length of time between surplussing at MIMICO and INVICTUS in late May 2006, and the first related redeployment in early August 2006.</p> <p>The Union inquired into the employers practice with respect to relying on Job Information Packages where an employee has not submitted an employee portfolio. The Union claimed that the parties had previously agreed to this practice at JESS.</p>	The Union to follow up on a previous agreement at JESS regarding reliance on job specs in the absence of an employee portfolio.
06 09 20	MCS-CO SC CSD 7/12/91No Placement	The employer clarified that this employee did not submit an employee portfolio. Tombstone data was entered into RIMS absent of any skills. No match as a result.	The Union inquired into the reason that this employee with seniority was not redeployed. The Union is arguing that this employee should have been placed in the West.	Employer to follow up

JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS) MEETING

ITEM	ISSUE	EMPLOYER'S POSITION	UNION'S POSITION	ACTION REQUIRED
06 09 20	MCYS-CO LF CSD 11/10/97 Placement	The Employer informed that this employee was matched to a VEO within 40kms of headquarters.	The Union inquired about this employee's placement at the Don jail, suggesting that there were employees with less seniority placed at the west.	Union to follow up
06 09 20	MCYS-RO AS CSD 3/5/76 Displacement	The employer advised that this employee indicated they had never worked in another ministry on their displacement record. No internal displacement as a result. Employee was referred for conditional assignment as a CO.	The Union inquired into the reason that this employee was not given a displacement opportunity. The Union argued that he should have been placed as a RO.	Employer to follow up
06 09 20	MCYS-MSW GS 5/8/97 VEO		The Union requested confirmation that this employee has been matched to a VEO.	Employer to follow up
	Med-Arb Process		The Union inquired about jointly establishing an expedited process for resolving transition disputes at JESS.	Parties to discuss further

Prepared by: Ryan Roche
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