

## MEMORANDUM

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

**FROM:** Ruth Hamilton, A/OPS Supervisor

**DATE:** October 25, 2010

**SUBJECT:** **JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS)**  
**Minutes – July 21, 2010**

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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,



Warren (Smokey) Thomas  
President



Ruth Hamilton  
A/OPS Supervisor

/pb  
att.

cc: Senior Staff  
Job Security

# JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS) MEETING

## ABBREVIATED MINUTES

**July 21, 2010**  
**1:00 p.m. – 4:00 p.m.**  
**OPSEU Head Office – Room 201**  
**100 Lesmill Road**  
**Toronto, Ontario**

OPSEU: Cameron Walker, Sandra Harper, Chris Cormier  
 Employer: Shirley Shamash, Ann Macdonald, Robert Gordica, Mike Bailey

Regrets: Jason Rivait, Peter Wall, Elaine Bagnall, Chris Wright

ITEM	ISSUE	EMPLOYER'S POSITION	UNION'S POSITION	ACTION REQUIRED
<b>HOUSEKEEPING</b>				
Minutes	April 21, 2010	Minutes were reviewed and approved.		Employer to revise June 14, 2010 minutes.
	June 14, 2010	Revisions suggested.		
<b>BUSINESS ARISING</b>				
09 02 20 A	Explanatory Note – Appendix 40	Minutes of Settlement confirming application of Article 20.3.4 to direct assignments made under Appendix 40 was signed off at July CERC.		The parties to continue to discuss concerns relating to the Appendix 40 draft explanatory note.
09 06 17 a)	Dispute Resolution Guidelines	Discussion of item deferred.		Union to provide draft for discussion.
09 06 17 b)	Assignment Letters	<p>The Employer revised the template letters dealing with positions requiring a security screening check and provided updated templates to the Union.</p> <p>The Employer is continuing to review and update assignment letters for positions that do not require a security screening check.</p>		<p>Union to review updated templates.</p> <p>Employer to provide the Union with the updated assignment letters for positions that do not require a security screening check once review is complete.</p>

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ITEM	ISSUE	EMPLOYER'S POSITION	UNION'S POSITION	ACTION REQUIRED
09 06 17 c)	Appendix 40 Template Letters	Discussion of item deferred until the parties finalize the draft Explanatory Note on Appendix 40.		The Employer to continue to update templates based on discussions between the parties on Appendix 40.
09 08 19	Security Screening if Refuse or Fail	The parties further discussed the high level principles and potential approach to address the issue of surplus employees refusing to consent to or failing security screening checks for positions they were matched to under the redeployment process.		Employer to provide to the Union a summary of the high level principles and potential approach discussed.
10 01 20	CERC Referral: Temporary Assignments	<p>The Employer provided to the Union a copy of the key messages that are communicated to managers regarding temporary assignments for surplus employees in their last 2 months of notice.</p> <p>The Union requested that the Employer consider allowing surplus employees the ability to identify separate geographic parameters in their EP for temporary assignments. The Union agreed that relocation expenses will not be paid where a surplus employee accepts a temporary assignment beyond 40 km.</p>		Employer to consider request to broaden geographic scope for temporary assignments.
10 01 20	CERC Referral: MERC Reports	The parties discussed further revisions to the report.		Employer to forward to Union further revised sample report.
<b>DEFERRED: PENDING GRIEVANCE OUTCOME</b>				
06 06 21	Article 22.7	Discussion of item deferred.		Union to respond to Employer proposal.
<b>STANDING ITEMS</b>				
	Interpretive Bulletins	No new interpretive bulletins relating to employment stability.		No further action required at this time.
	Corporate Transition Reports	Employer provided report for period as of July 5, 2010.		No further action required at this time.

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ITEM	ISSUE	EMPLOYER'S POSITION	UNION'S POSITION	ACTION REQUIRED
	Conditional Assignment Stats	Employer provided report for month of June 2010 (With updates as of July 8, 2010)		No further action required at this time.
	Advanced Direct Assignment Stats	Employer provided report on Advanced Direct Assignment Search (50 or more) year to date July 2, 2010.  Employer provided report on Advanced Direct Assignment Search (Appendix 40) year to date July 2, 2010.		No further action required at this time.
	No EP	Employer provided report on active employees without an EP for 2010/11 year to date (update as of June 30, 2010)		No further action required at this time.
	Regional Recruitment Centres	No updates to report.		No further action required at this time.
<b>NEW BUSINESS</b>				
10 07 21	Clarification on Displacement of OCWA Members into MOE and Vice Versa	The parties discussed the issue.		Employer to look into issue and will advise OPSEU of next steps.
10 07 21	Possibility of Live Minutes	The parties discussed the issue.		Employer to look into issue.

Prepared by: Shirley Shamash  
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