

MEMORANDUM

TO: Executive Board Members, CERC Team & MERC Teams

FROM: Brian Gould, OPS Supervisor

DATE: September 16, 2009

**SUBJECT: JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS)
Minutes – August 19, 2009**

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

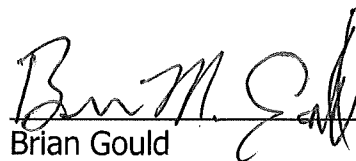
PLEASE NOTE: THESE MINISTRY MINUTES WERE PREPARED BY THE EMPLOYER.

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,



Warren (Smokey) Thomas
President



Brian Gould
OPS Supervisor

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att.

cc: Senior Staff
Job Security

JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS) MEETING

ABBREVIATED MINUTES

August 19, 2009
9:30 a.m. – 12:00 p.m.
77 Wellesley W. 7th floor, Toronto ON
Small Bargaining Centre

OPSEU: Sandra Harper, Elaine Bagnall, Chris Cormier, Cameron Walker, Peter Wall
 Employer: Shirley Shamash-Altberg, Ann McDonald, Jamesene King, Robert Gordica, Chris Wright, Jason Rivait

Regrets: N/A

ITEM	ISSUE	EMPLOYER'S POSITION	UNION'S POSITION	ACTION REQUIRED
HOUSEKEEPING				
Minutes	June 17, 2009	Minutes were reviewed and approved.		Employer to prepare and forward to JESS members revised July 8, 2009 minutes and draft August 19, 2009 minutes.
	July 8, 2009	Revisions made.		
BUSINESS ARISING				
09 02 20 A	Explanatory Notes - Revision Per new Collective Agreement	Union provided comments on the following draft updated explanatory notes: Temporary Vacancies, Recall, Tuition Reimbursement and Impact of Leaves of Absence and Temporary Assignments on Surplus Notice and VEO's.		Employer to review comments and revise as appropriate.
09 02 20 B	Employee Portfolios	EP's for CW, ML and MJ are outstanding.		Union to follow-up re status of EPs
09 04 15: a)	Article 20 – Employment Stability Grievances	The parties are not in agreement that lateral transfer and job trade issues fall within the scope of JESS. The parties agree that the terms of reference and dispute resolution guidelines do not include lateral transfers and job trades.		The Union to refer the requirement for an Employee Portfolio for Job Trades to CERC.
09 06 17 a)	Dispute Resolution Guidelines	The parties discussed revisions that could be made to update the Dispute Resolution Guidelines.		Employer to review and prepare updated draft.
09 06 17 b)	Surplus Template Letters	Employer is finalizing updates to template letters		Employer to forward revised templates letters to union.

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09 06 17 c)	Surplus Factor 80	The parties discussed template letter used for assignments made under Appendix 40.		Employer to prepare Appendix 40 template letter.
09 06 17 d)	VEO Report	The employer identified where information on VEO registrants is located on the weekly reports already received by the union and provided union with a copy of the VEO guide.		Employer to update VEO guide.
DEFERRED: PENDING GRIEVANCE OUTCOME				
06 06 21	Article 22.7	Discussion of issue deferred.		Union to provide Employer with their position to resolve grievance.
07 02 21 A	Appendix 24 – Interpretive Bulletin	Union to schedule meeting with Manager of Collective Agreements Administration to discuss grievance.		Discussion of item deferred.
STANDING ITEMS				
	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 August 4, 2009.		No further action required at this time.
	Conditional Assignment Stats	Employer provided report for month of July 2009 with updates to August 17, 2009.		No further action required at this time.
	Deemed Surplus Stats	Employer provided report on the pre-surplus/in placement search activity for 2009/2010 year to date (April 1/09 to July 31/09)		No further action required at this time.
	Regional Recruitment Centres	Employer provided updated lateral transfer process documents to union.		Union to withdraw MTO grievance on basis that there is now a consistent OPS wide approach.
NEW BUSINESS				
09 08 19 a)	Computer Access Restricted Competitions Employees with Right to Apply	The employer advised that access is provided through the link identified in an employee's lay-off letter.		No further action required at this time.

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09 08 19 b)	Security Screening if Refuse or Fail	Discussion of issue deferred.		Deferred to September 16, 2009 meeting.
09 08 19 c)	Competition for a "Similar Position" what is start date and end date of 12 month window	Discussion of issue is out of scope for JESS. Union to consider raising issue at CERC.		No further action required at this time.

Prepared by: Shirley Shamash-Altberg
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