

**MEMORANDUM**

**TO:** Executive Board Members, CERC Team & MERC Teams  
**FROM:** Ruth Hamilton, OPS Supervisor/Negotiator  
**DATE:** July 21, 2010  
**SUBJECT:** **JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS)**  
**Minutes –April 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  
OPS Supervisor/Negotiator

/sk  
att.

cc: Senior Staff  
Job Security

# JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS) MEETING

## ABBREVIATED MINUTES

April 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, Peter Wall, Chris Cormier, Elaine Bagnall  
 Employer: Shirley Shamash, Chris Wright, Ann Macdonald, Jamesene King, Robert Gordica

Regrets: Jason Rivait

ITEM	ISSUE	EMPLOYER'S POSITION	UNION'S POSITION	ACTION REQUIRED
<b>HOUSEKEEPING</b>				
Minutes	February 12, 2010 March 17, 2010	Revisions suggested to both.		Employer to revise February 12 and March 17, 2010 minutes.  Employer to prepare minutes for April 21, 2010 meeting.
<b>BUSINESS ARISING</b>				
09 02 20 A	Explanatory Note – Appendix 40	The parties discussed the Union's comments and concerns on the Appendix 40 draft for discussion explanatory note.		Employer to review and update Appendix 40 draft explanatory note based on the Union's comments.  Employer to follow up on application of conditional assignment language in Appendix 40  Employer to draft MOU confirming red circling treatment for employees who are assigned under Appendix 40 to a position with a max rate below the max rate of their own classification for CERC's sign off.

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

ITEM	ISSUE	EMPLOYER'S POSITION	UNION'S POSITION	ACTION REQUIRED
09 06 17 a)	Dispute Resolution Guidelines	Discussion of item deferred.		Union to provide draft for discussion.
09 06 17 b)	Assignment Letters	The Employer forwarded to the Union the final updated pre-notice and notice template letters.		Employer to start reviewing EP&S assignment letters. Once initial review is complete, templates will be reviewed and discussed at JESS.
09 06 17 c)	Appendix 40 Template Letters	The Employer received comments from the Union on the Appendix 40 template letters.		Employer to review and consider comments and update templates as required.
09 08 19	Security Screening if Refuse or Fail	The parties further discussed the options to address issue of surplus employees refusing to consent to security screening checks and failing security screening checks for positions they were matched to under the redeployment process. The parties agreed to have a full day discussion on this issue at the upcoming JESS meeting.		Union to forward to Employer questions and concerns that they would like addressed in advance of the JESS meeting on this issue.
10 01 20	CERC Referral: Temporary Assignments	The Employer advised the Union that the messaging for the face to face discussions between Managers, HR Advisors and/or Recruitment Consultants on considering employees in their last 2 months of notice for temporary assignments is being finalized.		Employer to provide update to Union once finalized.
10 01 20	CERC Referral: MERC Reports	The Employer provided a sample report to the Union. The parties discussed the structure and content of the sample report.		Employer to review comments and determine if report can be updated in light of technical restrictions of RIMS system.
<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.

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

ITEM	ISSUE	EMPLOYER'S POSITION	UNION'S POSITION	ACTION REQUIRED
	Corporate Transition Reports	Employer provided report for period as of April 1, 2010		No further action required at this time.
	Conditional Assignment Stats	Employer provided report for month of March 2010 (No updates as of April 1, 2010)		No further action required at this time.
	Advanced Direct Assignment Stats	Employer provided report on the pre-surplus/in placement search activity for 2009/2010 year to date (April 1/09 to March 31, 2010)		No further action required at this time.
	No EP	Employer provided report on active employees without an EP for 2009/10 year to date (update as of March 31, 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>				

Prepared by: Shirley Shamash  
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