

MEMORANDUM

TO: Executive Board Members, CERC Team & MERC Teams
FROM: Brian Gould, OPS Supervisor/Negotiator
DATE: May 21, 2008
**SUBJECT: JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS)
Minutes – February 4, 2008**

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

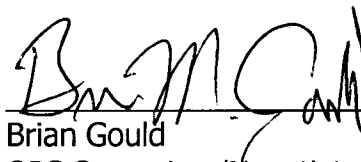
PLEASE NOTE: THESE MINISTRY MINUTES WERE PREPARED BY THE EMPLOYER.

AUTHORIZED FOR DISTRIBUTION:

IN SOLIDARITY,



Warren (Smokey) Thomas
President



Brian Gould
OPS Supervisor/Negotiator

/gi
att.

cc: Senior Staff
Job Security

JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS) MEETING

ABBREVIATED MINUTES

February 4, 2008
 1:00 p.m. – 4:00 p.m.
 180 Duncan Mills Road – 3rd Floor

For OPSEU: Elaine Bagnall, Sandra Harper, Cameron Walker, Chris Cormier
 For the Employer: Chris Wright, Dan Covello, Ann Macdonald, Mark Dittenhoffer, Shirley Shamash
 Regrets:

| ITEM | ISSUE | EMPLOYER'S POSITION | UNION'S POSITION | ACTION REQUIRED |
|-------------------------|--|---|------------------|--|
| HOUSEKEEPING | | | | |
| Minutes | July 18 and October 17 2007 | The July 18, 2007 and October 17, 2007 draft minutes were agreed to. | | Employer to prepare draft minutes for February 4, 2008 meeting. |
| BUSINESS ARISING | | | | |
| 06 09 20 | Redeployment Process | The Union reviewed the draft MOA provided by the Employer and did not agree with the proposed language. The Union suggested that a sub-committee of JESS be struck to deal with situations where an employee does not submit an employee portfolio. | | Employer to consider Union proposal. Parties to continue to address issues on a case-by-case basis in the interim. |
| 07 01 17 B | Conditional Assignments | The Employer provided statistics on Conditional Assignments. The Employer is preparing a template to track conditional assignment opportunities. | | Employer to provide updated statistics and status of template. |
| 08 02 04 A | Health Reassignment / Accommodation | The Union proposed that Health Reassignment and Accommodation concerns be addressed at JESS. | | Employer to consider Union proposal. Employer to provide Union with the Employment Accommodation and Return to Work policy and on-line support materials. |
| 07 04 26 A | Treatment of Surplus Notice Re: Leaves | The Union provided the Employer with suggested language revisions to the draft updated <i>Impact of Leaves of Absence on Surplus Notice and Voluntary Exit Applications</i> Interpretive Bulletin. | | Employer to consider Union proposal, seek approval and release. |

JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS) MEETING

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|-----------------------|-------------------------------------|---|------------------|--|
| 07 07 18 | MCSCS PIPG | The parties agreed that the Explanatory Note on Redeployment will continue to be applied. However, where anomalies occur in the matching process whereby a junior employee is matched to a higher classification than a senior employee, the issue will be flagged by EP&S and addressed at JESS. | | Issue resolved. |
| 06 06 21 | Article 22.7 | Parties agreed to defer the item pending the outcome of the policy grievance. Given the change in Employer side members, Employer to confirm continuity of discussions on issues outside of JESS. | | Discussion of issue deferred. Employer to confirm that continuity will occur. |
| 06 09 20 | MCYS-MSW GS 5/8/97 VEO | Parties agreed to defer the item pending the outcome of the policy grievance. Given the change in Employer side members, Employer to confirm continuity of discussions on issues outside of JESS. | | Discussion of issue deferred. Employer to confirm that continuity will occur. |
| 07 02 21 A | Appendix 24 – Interpretive Bulletin | Parties agreed to defer the item pending the outcome of the policy grievance. Given the change in Employer side members, Employer to confirm continuity of discussions on issues outside of JESS. | | Discussion of issue deferred. Employer to confirm that continuity will occur. |
| STANDING ITEMS | | | | |
| | Interpretive Bulletins | No new interpretive bulletins relating to employment stability. | | |
| | Corporate Transition Reports | The Employer provided the Corporate Transition Reports for November, December and January. | | |
| NEW BUSINESS | | | | |
| 08 02 04 B | JESS and Job Security Unit | The Union indicated that their executive had passed a resolution directing JESS to share the Employment Transition Statistics with ministry ERC's. To date, this report has not been shared beyond JESS and the Job Security Unit. | | Employer to respond between meetings on its ability to disclose this report on a go forward basis given the Union's executive's direction. |

Prepared by: Shirley Shamash
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