

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 – July 8, 2009**

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

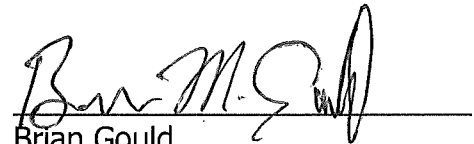
PLEASE NOTE: THESE MINISTRY MINUTES WERE PREPARED BY THE EMPLOYER.

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

July 8, 2009
11:00 a.m. – 4:00 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, Gary Adams

Regrets: N/A

ITEM	ISSUE	EMPLOYER'S POSITION	UNION'S POSITION	ACTION REQUIRED
HOUSEKEEPING				
Minutes	June 17, 2009	Minutes were reviewed.		Employer to prepare and forward to JESS members draft minutes for the July 8, 2009 and revised minutes for the June 17, 2009 meetings.
BUSINESS ARISING				
09 02 20 A	Explanatory Notes - Revision Per new Collective Agreement	Union provided comments on the following explanatory notes: VEO, Notice and PIL, Redeployment, Displacement and Conditional Assignments		Employer to review comments and revise as appropriate. Employer to provide updated drafts of explanatory notes on recall, tuition reimbursement and temporary vacancies.
09 02 20 B	Employee Portfolios of DB and MW	EP for MW is still outstanding.		Parties to follow-up re status of EP for MW.

JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS) MEETING

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09 04 15: a)	Article 20 – Employment Stability Grievances	Parties to discuss process for dealing with Article 20 grievances that implicate a corporate redeployment process and policy grievances on the employment stability provisions of the collective agreement. Parties discussed broadening the scope to include job trade and lateral transfer grievances and did not obtain agreement.		Discussion of item deferred to August 19, 2009 meeting.
DEFERRED: PENDING GRIEVANCE OUTCOME				
06 06 21	Article 22.7	Parties discussed Union's concerns.		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 July 2, 2009.		No further action required at this time.
	Conditional Assignment Status	Employer provided report for month of June 2009 with updates to June 30, 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 June 30/09)		No further action required at this time.
	Regional Recruitment Centres	Parties discussed updated lateral transfer process disclosure and reached agreement on the "activation date" for when the lateral transfer registry is frozen to allow the parties to consider candidates for a lateral transfer vacancy. Parties agreed that all requests received by 5:00 pm the previous business day that the employer activates the lateral transfer will be considered.		Employer to revise lateral transfer process documents. Union to withdraw MTO grievance on basis that there is now a consistent OPS wide approach.

JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS) MEETING

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NEW BUSINESS				
09 06 17: a)	Dispute Resolution Guidelines	The parties will review the Dispute Resolution Guidelines and will consider whether revisions are required.		Discussion of item deferred to August 19, 2009 meeting
09 06 17: b)	Surplus Factor 80 Intention	Parties to discuss further.		Discussion of item deferred to August 19, 2009 meeting
09 06 17 c)	Surplus Template Letters	Parties discussed ways to improve information contained in template letters.		Employer to consider suggestions, revise as appropriate and provide updated templates to Union.
09 06 17: d)	VEO Report	Union advised that they would like to receive a report on VEO's and suggested the type of information they would like to receive.		Employer to consider Union's request

Prepared by: Shirley Shamash-Altberg
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