

MEMORANDUM

TO: Executive Board Members, CERC Team & MERC Teams

FROM: Brian Gould, OPS Supervisor/Negotiator

DATE: May 21, 2008

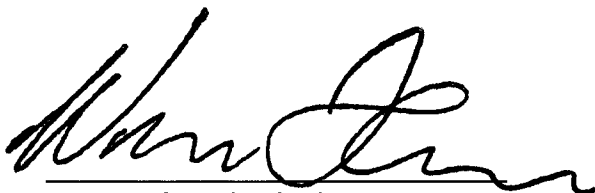
**SUBJECT: JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS)
Minutes – March 19, 2008**

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

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att.

cc: Senior Staff
Job Security

JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS) MEETING

ABBREVIATED MINUTES

March 19, 2008
 1:00 p.m. – 4:00 p.m.
 180 Duncan Mills Road – 3rd Floor

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

ITEM	ISSUE	EMPLOYER'S POSITION	UNION'S POSITION	ACTION REQUIRED
HOUSEKEEPING				
Minutes	February 4, 2008	The February 4, 2008 draft minutes were agreed to. The Employer agreed to email draft minutes to JESS members prior to each upcoming meeting.		Employer to prepare and forward to JESS members draft minutes for March 19, 2008 meeting.
BUSINESS ARISING				
06 09 20	Redeployment Process	The Union suggested that they would draft an employee portfolio on behalf of an employee if an employee had not submitted one in a timely manner. The Employer expressed concerns but agreed to consider the suggestion. In the interim, the Employer will continue with its practice of advising the Union by email where an employee portfolio had not been completed by an employee.		Employer to consider Union's proposal. Parties to continue to address EP issues on a case-by-case basis.
07 01 17 B	Conditional Assignment Stats	The Employer provided the Union with a draft template to track conditional assignment opportunities. Union provided feedback on type of information to add to the template. To address the Union's concern about why few employees are being matched to conditional assignments, the Employer agreed to discuss concerns on a case-by-case basis where a match to a conditional assignment was not successful.		The Employer to revise template and agreed to disclose the report to the Union via email to Sandra Harper prior to each meeting. The parties agreed to move this item to "Standing Items" for next meeting.
08 02 04 A	Health Reassignment / Accommodation	The Union again proposed that Health Reassignment and Accommodation concerns be addressed at JESS. The Employer reiterated that JESS is not the appropriate forum for these issues and indicated that it would recommend to CERC that a new and separate subcommittee be set up to address Health Reassignment and Accommodation issues.		Issue has been deferred to CERC for discussion.

JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS) MEETING

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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.
08 02 04 B	JESS and Job Security Unit	The Union again indicated that their executive had passed a resolution directing JESS to share the Employment Transition Statistics with ministry ERC's. They will begin sharing this information by next month.		Employer to respond on its ability to disclose this report on a go forward basis given the Union's executive's direction prior to the next meeting.
06 06 21	Article 22.7	Parties agreed to defer the item pending the outcome of the policy grievance.		Discussion of issue deferred.
06 09 20	MCYS-MSW GS 5/8/97 VEO	Parties agreed to defer the item pending the outcome of the policy grievance.		Discussion of issue deferred.
07 02 21 A	Appendix 24 – Interpretive Bulletin	Parties agreed to defer the item pending the outcome of the policy grievance.		Discussion of issue deferred.
08 03 19	Article 20(b) - DS Facilities	Parties agreed to defer the item pending the outcome of the policy grievance.		Discussion of issue deferred.
STANDING ITEMS				
	Interpretive Bulletins	No new interpretive bulletins relating to employment stability.		No further action required at this time
	Corporate Transition Reports	The Employer provided the Corporate Transition Reports for February.		No further action required at this time
NEW BUSINESS				
08 03 19	Employment Accommodation and Return to Work Policy Grievance	As of March 19, 2008 no grievance has been filed. The Union is concerned with part of the health re-assignment and accommodation policy, specifically with respect to increasing the salary parameters (i.e. - 25% below) after 3 months.		Issue to be deferred to CERC.
08 03 19	VEO Exit Registry Identify Ministry	The Employer agreed to identify the employee's home ministry in the VEO letter.		Issue resolved.

JOINT EMPLOYMENT STABILITY SUB-COMMITTEE (JESS) MEETING

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