

## MEMORANDUM

**OPSEU**



**SEFPO**

Syndicat des Employé-es  
de la Fonction Publique  
de l'Ontario

**TO: Executive Board Members, CERC Team  
MERC Team**

**FROM: Terry Baxter  
OPS Supervisor/Negotiator**

**DATE: July 14, 2004**

**RE: JOINT EMPLOYMENT STABILITY SUB-COMMITTEE  
MINUTES – December 2, 2003**

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

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

**AUTHORIZED FOR DISTRIBUTION:**

**IN SOLIDARITY,**

Leah Casselman  
President

Terry Baxter  
OPS Supervisor/Negotiator

100 Lesmill Road,  
Toronto, Ontario  
M3B 3P8

e-mail: [opseu@opseu.org](mailto:opseu@opseu.org)  
[www.opseu.org](http://www.opseu.org)

100 chemin Lesmill,  
Toronto, Ontario  
M3B 3P8

courrier électronique  
[opseu@opseu.org](mailto:opseu@opseu.org)  
[www.opseu.org](http://www.opseu.org)

Tel: (416) 443-8888  
Fax: (416) 443-9670

Ontario:

Toll free: 1-800-268-7376

TDD:

(416) 443-9898

or

1-800-663-1070

LC/ms

att.

c. Senior Staff  
Job Security

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

**ABBREVIATED MINUTES**

**Tuesday, December 2, 2003**

**1:00 p.m. – 3:00 p.m.**

**Queen's Park**

**For OPSEU: Laurie Chapman, Sandra Harper, Marilyn Miller, Cameron Walker**

**For the Employer: Ade Adekeye, Kim Bellissimo, David Callum, Ann MacDonald, Carol Pauker**

<b>ITEM</b>	<b>ISSUE</b>	<b>EMPLOYER'S POSITION</b>	<b>UNION'S POSITION</b>	<b>ACT</b>
Standing	Interpretive Bulletins	The Employer advised that there are no new updates on this item.		
Standing	Corporate Transition Reports	The Employer provided the Union with copies of the monthly transition reports.		
Standing	I & IT	The Employer advised that there are no new updates on this item.		
Standing	Job Threatened Positions	The Employer did not have an approved draft communication to ministries to present.		
Standing	Bargaining Unit Integrity		The Union advised that the parties had met with the arbitrators. Worksites have been identified until March. Agreements have been made at the local level in some areas.	
02 10 02	Conversion of Part-Time Unclassified Employees to Regular Part-Time Status	The Employer was not in a position to offer a counter proposal to the Union's suggested language from September 17.	The Union indicated that it will raise the issue at CERC.	Union to Appendix CERC on

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

<b>ITEM</b>	<b>ISSUE</b>	<b>EMPLOYER'S POSITION</b>	<b>UNION'S POSITION</b>	<b>ACTION REQUIRED</b>
03 04 01	JLP – Attorney General		Employee's surplus status has been reactivated.	Remove from agenda.
03 04 02	Security Checks	The Employer confirmed that security checks at the Provincial Schools Authority are to be conducted in accordance with the legislated change. No decision has been made about how the security checks will be conducted and the Ministry of Education is waiting for the MBS guidelines. There is no update to provide on the status of the MBS guidelines.	The Union asked how the Employer will determine what to do with an employee who fails to meet the security standards and whether this question will be addressed in the MBS security guidelines.	The Employer to provide a copy of the form that new employees at the Provincial Schools Authority receive.
03 05 01	Transition Reports	The Employer thanked the Union for providing a description of the information that it is asking for. The Employer advised that the provision of the information, by ministry, would mean having to produce a new report and create workload issues for either SSB or individual MERCs. The Employer acknowledged that the Union has identified an opportunity for improving the employment stability framework.	The Union explained that where individual MERCs openly share the information that it has described the parties are able to work together to identify better matches, cross-ministry matches, and ensure that all available employment stability options are considered for surplus employees. The Union asked whether the information provided corporately through JESS can be provided electronically.	The Employer to determine whether transition statistics can be provided electronically. The Union will advise the Employer with respect to its priorities for information that it requires. Both parties will assess the information currently being provided at various MERCs. Both parties to consider the merit of standards for sharing employment stability information.

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

<b>ITEM</b>	<b>ISSUE</b>	<b>EMPLOYER'S POSITION</b>	<b>UNION'S POSITION</b>	<b>ACTION REQUIRED</b>
03 09 01	Hiring Freeze	The Employer provided copies of the "Exemption from hiring freeze" template.		Remove from agenda.
03 07 01	Taxable Benefits	The Employer advised that it is reviewing the interpretative bulletin for tuition benefits for possible revision in light of the information about its tax status.		Remove from agenda, to be captured in interpretative bulletin production.
03 10 01	GSB # 409/00 (Dupuis)			Parties set dates in January for discussion about GSB # 409/00.
03 12 01	Article 8.6.3		Union asked the Employer whether there are corporate guidelines on the interpretation and application of Article 8.6.3.	Employer to respond to Union regarding existence of guidelines for managers.
03 12 02	2004 Meeting Dates			January 21 February 18 March 17 April 21 May 19 June 16 July 21 August 18 September 15 October 20 November 17 December 15
Standing	Next Meeting			January 21, 2003, 1:00pm OPSEU, 100 Lesmill Rd.

Prepared by: David Callum (416-325-2073)