

**Record of Decisions
National Workforce Adjustment Consultation Committee (NWFACC)
Meeting held on June 20, 2012**

Item	Responsible for follow up action
<p>1. Agenda approval and Review of Records of Decisions for May 16, 2012</p> <p>Record of Decisions approved. Responses on the “Alternation between AAFC and CFIA” and “Grievance” items will be provided to Agriculture Union Representatives after this meeting. <i>(Completed 2012-06-20)</i></p>	C. O’Flaherty
<p>2. Report on data of affected employees</p> <p>Data on WFA situations (opting employees, placements, SERLO processes, departures, alternations), overview of affected employees by unions, lists of status changes for affected employees, and report on training pertaining to WFA was provided to union representatives a week prior to the meeting.</p> <p>Further information was provided on the meaning of the resignation status showing on the list for some employees.</p>	C. O’Flaherty (for July)
<p>3. Update on the establishment of WFA committees</p> <p>All branch, regional and local committees have been established and have already met at least once.</p> <p>National union representatives are reminded that lists of affected employees should be shared / distributed to regional and local union representatives.</p> <p>WFA can also be discussed at union-management consultation meetings particularly for parts of the organization where there is no WFA committee. Unions/management to include on UMC meeting agenda as they see fit.</p>	<p>Union Representatives</p> <p>Union Representatives</p>
<p>4. Workforce Adjustment and Employment Equity considerations</p> <p>Employment Equity (EE) consideration will be identified as organizational needs on Statements of Merit Criteria (SMC).</p> <p>Where managers determine that EE considerations will be applied in a SERLO process, they will work with HR advisors to design it appropriately.</p>	No follow up action

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<p>5. Issues submitted by Unions</p> <p><u>If an affected employee has an outstanding EG Review Grievance (or other type of job content grievance) which may result in a reclassification upwards with an effective date in the past what SERLO process would they participate in?</u></p> <ul style="list-style-type: none"> • SERLOs are based on the current duties and classification of a position. Even though there are grievances on a position which may result in a change to the wording of a work description and classification, the duties will not change. • Affected employees who have outstanding labour relations grievances can request through the union to have their grievances heard as a priority. <p><u>The union requests that they be notified before managers release results of the SERLO process:</u></p> <ul style="list-style-type: none"> • Reminder will be given to HR Advisors to remind managers to consult with unions before issuing SERLO results. <i>(Completed 2012-06-21)</i> <p><u>There are several issues that have been raised that are specific to employees at Cereal Research Centre (CRC).</u> An adhoc meeting will be organized with National, Regional and Local Union Representatives to discuss all issues arising from the CRC</p> <p><u>Can an Alternating employee choose Option C(ii)?</u></p> <ul style="list-style-type: none"> • Volunteers for alternation can't choose option c (ii) since an alternating employee has to resign from the Public Service within 5 days of his deployment to the surplus position. TBS Q&A to be shared with union representatives. 	<p>Union representatives</p> <p>J. Bélisle</p> <p>C. O'Flaherty</p> <p>C. Tremblay</p>

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<p><u>Will employees be entitled to relocation as part of the Alternation process?</u></p> <ul style="list-style-type: none"> There is no provision for relocation on alternation. AAFC will allow alternation with relocation based on the area of selection it would be used to staff a position although it may be considered an employee requested relocation and therefore subject to a maximum reimbursement of \$5000. Each situation would be reviewed on a case by case basis. 	<p>No follow up action</p>
<p><u>Is there a CAP on alternation - Some employees have been told that there is a cap on alternation.</u></p> <ul style="list-style-type: none"> J. Bélisle confirmed that there is no cap on alternations at AAFC. <p><u>Can an employee alternate to a position with a lower maximum rate of pay? What rate of pay would be used for the calculation of the TSM?</u></p> <ul style="list-style-type: none"> An employee can alternate into a position for which the maximum is lower (within 6%) than their current classification but there is no salary protection for deployment as part of the alternation process. If the employee alternated to a position with a lower maximum rate of pay, but within the 6% range, this will constitute a deployment and the TSM will be paid based on the employee's salary in the new position. The salary in the new position will be determined as per the rate of pay for deployment as stipulated in the Appendix of the Directive on Terms and Conditions of employment (http://www.tbs-sct.gc.ca/pol/doc-eng.aspx?section=text&id=15772). <p><u>Network access for employees on LWOP - Employees on leave without out pay may not have access to the AgriSource nor to GC Forum.</u></p> <ul style="list-style-type: none"> These employees should be in regular contact with their managers and should make arrangements with them to get the information or to get remote access if necessary. 	<p>No follow up action</p> <p>No follow up action</p> <p>No follow up action</p>

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<p><u>Feedback on alternation</u> - Union representative indicated that very few alternations are being allowed in some branches, and there is not as much cooperation as we are mentioning.</p> <ul style="list-style-type: none">• J. Bélisle will bring this to the ADMs' attention at the next HMC meeting. She will remind management to communicate as much information as possible.	J. Bélisle
<p><u>Alternations – Additional Reports</u></p> <ul style="list-style-type: none">• Report on alternation (how many were referred, how many were considered, etc.) will be provided for the next meeting. (Requested 2012-06-28)	C. Tremblay

French to follow shortly.

Français à suivre prochainement.