

Record of Decisions
National Workforce Adjustment Consultation Committee (NWFACC)
Meeting held on May 16, 2012

Item	Responsible for follow up action
<p>Follow up from previous meeting</p> <p>The notification information that was released to the unions on April 20, 2012 will be provided to union representatives as an excel spreadsheet. However, the spreadsheet maintained by AAFC will be considered the “official copy” and all decisions made with respect to Workforce Adjustment will be made based on the information maintained by the Department. <i>(Completed 2012-05-18)</i></p>	C. Tremblay
<p>1. 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 will be provided to union representatives every month, a week prior to NWFACC meeting. <i>(Completed for May)</i></p>	C. Tremblay
<p>2. Update on the establishment of WFA committees</p> <p>The majority of the branch, regional and local committees that were proposed are in place and most of them have already met. There will not be a local committee for Montréal.</p> <p>Unions have provided the names of union representatives for each committee. (action item from April 20 meeting)</p>	No further action
<p>3. Union requested clarification</p> <p><u>Negotiation of departure date:</u></p> <ul style="list-style-type: none"> • Q&As clarifying departure date are being developed and will be shared when ready. <p><u>Alternation:</u></p> <ul style="list-style-type: none"> • Union representatives to send particular alternation refusal cases to umc-csp mailbox. Clarification will be sought and communicated. • List of volunteers for alternation is on AAFC website and will be shared with unions. • To facilitate alternation process, the Department will post the list of opting positions on AgriSource. The list will be shared when available. • A list of equivalency to groups and levels will be posted 	<p>C. Tremblay</p> <p>Union representatives</p> <p>C. Tremblay</p> <p>C. Tremblay</p> <p>C. Tremblay</p>

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<p>on AAFC website and will be shared with union representatives once available.</p> <ul style="list-style-type: none"> Unions were concerned that some departments were not participating in alternation and ADM HR will raised their concerns with OCHRO at a DRAP Leaders Forum. <p><u>Employees on Leave without pay (LWOP):</u></p> <ul style="list-style-type: none"> If issues arise, cases/situations should be sent to C. O’Flaherty. Q&As clarifying how we will be dealing with employees on leave of absence are being developed and will be shared when ready. <p><u>Shelterbelt Program:</u></p> <ul style="list-style-type: none"> C. O’Flaherty will contact management to provide clarification on the specifics of the case brought to HR attention. <p><u>Alternation between AAFC and CFIA:</u></p> <ul style="list-style-type: none"> Agriculture Union is requesting that we re-consider the feasibility of allowing alternation between AAFC and CFIA. HRB to review and will provide an answer to their request. <p><u>Grievance:</u></p> <ul style="list-style-type: none"> Proposition to suspend delay for grievance submission will be considered and decision will be communicated at next meeting. <p><u>Reasonable Job Offer and Salary Protection:</u></p> <ul style="list-style-type: none"> C. O’Flaherty will verify if there is a salary protection when employee presented with a RJO at lower level during opting period and will communicate the answer. 	<p>J. Bélisle</p> <p>Union Representatives C. Tremblay</p> <p>C. O’Flaherty</p> <p>C. Dunn</p> <p>C. O’Flaherty</p> <p>C. O’Flaherty</p>
<p>4. Update on S&T Branch Merge</p> <p>Organizational chart to be sent to Union Representatives. <i>(Completed 2012-05-17)</i></p>	<p>C. Tremblay</p>