

National Joint Employment Transition Steering Committee Meeting

April 4, 2012

President's Boardroom, 1400 Merivale Road: 1:00 p.m. to 4:00 p.m.

Participants:

CFIA

Mr. George Da Pont
Ms. Mary Komarynsky
Dr. Brian Evans
Ms. Catherine Airth
Mr. Stephen Baker
Mr. Neil Bouwer
Ms. Shalene Curtis-Micallef
Dr. Martine Dubuc
Mr. Gérard Étienne (**Chairperson**)
Mr. Peter Everson
Mr. Joe Freamo
Ms. Barbara Jordan
Ms. Pamela Larocque
Ms. Kathryn McElhone
Mr. Cameron Prince
Mr. George Shaw
Ms. Nancy Darling

PSAC

Mr. Bob Kingston
Mr. Fabian Murphy - phone
Mr. Glenn Miller - phone
Mr. Raphael Tarasco

PIPSC

Dr. Tom Wright
Mr. Alan Messner
Dr. Ravi Rai - phone
Mr. Heath Klippert
Mr. Eric Jackson - phone
Dr. Ann Allain
Dr. Umadatt Singh - phone
Mr. Nicholas Pernal

1. Minutes of March 21, 2012 Meeting

Outcome: Section 6 (Employee Support) to be amended to include a commitment by HR to provide the Unions with a copy of the training material.

Approved as amended.

2. Federal Budget 2012

Mr. Da Pont noted that following the budget there is now some clarity on the impacts to CFIA. He stated that the information provided must be kept in confidence and asked for a commitment from both PSAC and PIPSC which was given.

He advised that CFIA, PHAC, and HC received extra funding (51.2 million) for the next two years which was a renewal of the sunset funding. He also commented that there was no extension of the operating freeze.

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The budget decisions include the following reductions:

- 2.1 million: 2012-2013
- 10 million: 2013-2014
- 56.1 million: 2014-2015

The budget proposals were based on several fundamental principles:

- There will be no impact on food safety
- CFIA will focus on its core mandate (food safety, animal and plant health, and consumer protection)
- We will deliver services as efficiently as possible

He stated that in some cases there will be changes to programs however CFIA will retain the safety related aspects of the work.

Area Union-Management Consultation Committee Meetings are being held in the Areas on April 5th.

Outcome: A copy of the draft President's Statement – Impact of Budget 2012 was provided. It was to be distributed immediately by e-mail.

3. Financial Reductions / Proposals

Mr. Everson provided information on the proposals that were submitted and the corresponding budget reduction.

Mr. Da Pont noted that many of these proposals will require significant discussion with Employees, Unions, Other Government Departments, Provincial Governments, and Industry before they can be implemented.

Outcome: The details on these proposals are expected to be posted on Merlin next week.

4. Impact on Employees

Each Union was provided with an overview (by group and level, Area and Province) of the number of employees who will be impacted.

Outcome: Where requested by an employee, a Union Representative is permitted to attend the employee's meeting with management. However, the schedule as it currently exists must be respected in order to avoid delays. This will mean that Union Representatives will not necessarily receive the full advance notice they would normally receive when meetings are held with management.

Action Item: Each Union will be provided with the list of individual employees that will be receiving letters on April 11th & 12th. Again it was stressed that this information must be kept confidential to ensure management has the opportunity to have face to face discussions with employees.

5. **Strategy to Minimize Impact**

Mr. Étienne noted that a number of measures have been taken to minimize the impact of reductions:

- Vacant positions have not been filled
- A review of all term appointments has been conducted prior to extensions being provided
- All indeterminate staffing requires approval by the Human Resources Committee. All staffing requests, including term or acting over one month, must receive priority clearance through the CFIA Priority Administration System prior to being staffed.

6. **Communications**

Mr. Shaw noted that the Presidents message was being sent immediately and that it described the process to take place next week. Further information would be posted later next week. There will also be outreach with Industry.

7. **Role of National Joint Employment Transition Steering Committee**

Action Item: It was agreed that the next meeting would be held the week of April 16th.

8. Rollout of Local / Regional Joint Employment Transition Committees

Outcome: To be discussed further at the next meeting.

9. Selection for Retention

Update: PSC has been contacted regarding testing. They have advised that they cannot contextualize the tests to CFIA given the tight timeframes. Additional research will be completed.

Note: A draft MOU was provided to the Unions regarding expedited grievance processing.

Action Item: The Unions are asked to provide comments to Mr. Étienne as soon as possible.

Gérard Étienne
Vice President, Human Resources

Date

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