



National Joint Employment Transition Steering Committee Meeting

July 5, 2012

President's Boardroom, 1400 Merivale Road: 2:00 p.m. to 3:30 p.m.

Participants:

CFIA

Ms. Mary Komarynsky
Mr. Gérard Étienne
Dr. Brian Evans
Ms. Darlene Blair
Ms. Martine Dubuc
Ms. Debbie Cunningham
Ms. Pamela Larocque
Ms. Lauraine Anderson
Ms. Traci Mathias

PSAC

Mr. Fabian Murphy
Mr. Raphaël Tarasco
Ms. Marlene O'Neil
Mr. Bob Kingston - phone

PIPSC

Dr. Valérie Coupal - phone
Dr. Tom Wright - phone
Mr. Alan Messner - phone
Ms. Mélanie Chenier - phone

1. Minutes of June 28, 2012

Updates:

- It was agreed that a new Committee consisting of Valérie Coupal (for PIPSC), Raphaël Tarasco (for PSAC), and Gérard Étienne (for CFIA) will be convened to resolve unique National issues, unrelated to Policy, on a without prejudice basis
- The Question and Answer sheet on leave policy was presented for feedback from the unions
- The Committee was provided with the list of positions that were approved for staffing by the HR Committee for the week of July 3, 2012.
- The Meaningful Work Assignments report was provided as requested
- A proposal regarding providing access to alternation to affected employees was tabled. This proposal is in keeping with the spirit of trying to place all employees as quickly as possible. It has been proposed that it be treated in the same context as alternation as there may be instances where it is not appropriate.

Action Item: Unions to provide feedback as soon as possible

Outstanding Items:

- PSAC to provide feedback on opting bulletin that was distributed so that it can be revised if required

Action Item: Bob Kingston to provide feedback

- A solution on how and where to post the Area/Regional/Local minutes is still being looked at.
- The Agriculture Union is still waiting for answers to questions that were submitted quite some time ago regarding inner – outer office. Neil Bower has proposed to meet on July 11th.
- The Internal Communication Strategy has been developed for the COE. It is being reviewed by Public Affairs and will be ready mid July
- A call with Harpreet Kocchar to discuss issues in the West with PIPSC to be set up by Gérard Étienne
- PSAC is concerned that rules for exclusions are not being respected as people have been moved from one job to another

Action Item: PSAC to provide a list of concerns to the appropriate Branch and HR.

PSAC would like a resolution on the EG-05 employee who was given a GRJO but would have preferred to be extended the options. A discussion was had about how to deal with these issues.

Action Item: This will be looked into and if there is a possible solution, we will try to resolve the issue without prejudice.

- PSAC clarified that the specific Union be named in the minutes, as opposed to an individual name, which was agreed to.
- PSAC also recommends the following:
 - There should be a record of tracking action items
 - Documents that are tabled should be documented in the minutes as well as whether they were draft or not.

Action Item: An example from the local NCR Joint Employment Transition Committee to be provided by PSAC.**2. Feedback and Updates**

The communications strategy on Outplacement Services was approved and will be released by the normal channels.

A statistics document containing data on Employment Transition was brought to HR Committee. The Committee feels that the document should be clarified so that when presented the information is clear.

Action Item: The report to be provided by early next week, in advance of the July 12th meeting

PSAC raised a concern with The Meaningful Work Fact Sheet that was provided at last weeks meeting. The document indicates that the host organization is responsible for all salary and job-related expenses, when it should be the home organizations responsibility.

Action Item: The document will be reviewed to determine where the responsibility lies and is ready to be released on Merlin once clarification is made.

PIPSC sent the name of the VM that volunteered to leave the organization and was not accepted.

Action Item: Gérard Étienne will provide answers to Tom and Val on individual issues.

The Sidney Lab communication letter to notify employees that the September 30, 2012 date to provide a decision on relocation is no longer valid and a new date will be provided once the analysis is complete was approved as presented last week.

Gérard Étienne attended the local NCR Joint Employment Transition Meeting this week. The message to the Committee was that all major policy issues have been dealt with centrally through the National Committee. **The intent is to now give the authority to the local committees to assist in placing as many employees as possible.** The cross country check-in following the NJETSC meeting will be also be used to encourage area management to talk about area specific issues.

Clarification was provided on the issue raised by the PSAC that in some cases the 90-day opting period was not respected with the letters that were delivered in June, 2012. Pamela Larocque explained that as letters were delivered between April 11th and 16th the opting period was calculated using the April 16th date in order to be fair to employees receiving letters that week. There was a suggestion that a fact sheet be posted in order to clarify this information to employees and it was determined that a fact sheet already exists on Merlin. Gérard Étienne advised the committee that it is believed that the threshold of the 90 day opting period as prescribed in Employment Transition Appendix was followed.

There was discussion around the Alternation list posted on the internet being too vague for employees to determine if they would be a match. Suggestions were made by PSAC and include posting the document through RDIMS and having employees submit a list of their key activities and geographic location with their request. Gérard Étienne recognized that the information was posted in an effort to get the information to employees as quickly as we could and that if there is a need to augment the process, it will be reviewed.

Action Item: Gérard will look for an IT solution.

The Alternation List, with complete information from the database, was to be provided to NJETSC and Area ETSC committees.

Action Item: The Alternation List will be provided at next week's meeting once the data report has been amended to make it a manageable document. The list will include the names of the employees who have requested alternation and is to be shared with Area committees.

PSAC provided an update that the issue with employees that participated in the AS-01 Selection for Retention process in Policy and Programs Branch, being placed in CR-04 positions has been resolved and the employees will continue in AS-01 positions.

It was decided that COE employees can request to be alternates. The letter from the president providing these employees with the assurance of GRJOs will stand as is. Paul Mayers and Stephen Baker to discuss with PIPSC and PSAC.

3. PSAC General Issues / Concerns

The list of student work being done was raised and Pamela Larocque indicated that responses were provided to concerns with the work being done of the students in HR. There have not been any further concerns sent for review. Gérard indicated that we will continue to employ students even with the DRAP decisions that are in place. PSAC agreed to disagree on this point and felt that the work being done by the students is bargaining unit work.

Action Item: It was agreed that there is a need to look at the Student Employment Policy outside of the NJETSC. It was suggested that the policy be tabled for discussion at the National Union Management Consultation Committee meeting.

Gérard agreed to spend some extra time during a co-chairs call to discuss the Student Employment Policy with PSAC and PIPSC.

4. PIPSC General Issues / Concerns

Q1. Will CFIA respect section 5.1.2 of Appendix B (Lower-level salary protection)? For example: in 1995 a VM2 was salary protected in a VM1 position. He is not an affected employee and wants to alternate with an opting VM1. He will not physically take the Opting VM1's position and will leave within 5 days of the alternation. Will the annexe A of Appendix B apply at the VM2 level?

Action Item: A1. Gérard indicated a response will be provided once he has reviewed the Appendix. It is not the intent of the CFIA to violate the Collective Agreement.

5. Round Table

PSAC requested a report of all surplus employees.

Action Item: A statistical report will be provided.

PSAC raised a question about creating an MOU with AAFC in order to resolve alternations between the two Departments.

PSAC raised an issue with the Delegation of Authority as it relates to surplus employees reporting to other surplus employees that are not attached to a specific position while performing Meaningful Work.

Action Item: Gérard agreed that this is an issue and will look into it.

Gérard raised that there have been many conversations relating to specific issues raised by the Unions and committed to providing written responses to six outstanding issues.

Mary asked the Committee for feedback on how frequent the National Joint Employment Transition Steering Committees be, given that there are fewer National issues. The original Terms of Reference indicate a monthly schedule. It was agreed, however, that the Committee continue to meet until such a time as many employees as possible are placed into positions.

Action Item: Committee to provide feedback on frequency of meetings in the future.

Gérard Étienne
Vice President, Human Resources

Date

Dre Valérie Coupal
PIPSC Co-Chair

Date

Bob Kingston
Agriculture Union Co-Chair

Date

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