

Final Minutes

National Union Management Committee Meeting

April 5, 2006

9:30 AM

6th floor large boardroom

Attendees: Jim Lowe, Alex Crane, Francine Taillon, Elaine Massie ,
Yves Ducharme, Sylvia Prowse, Rod Oliver, Curt Elash, Richard Fortin,
Ken Nash, Jeannie McClory, Sandy HayGlass, John Rossol,
Rick Bevilacqua, Régis Gosselin, Peter Burnett, Jim Stuart, Gord Miles,
Rod Oliver, Sean Kitchener, Sam Barlin, Rochelle Wence

Regrets: Sharon McShane, Diane Shapiro

Observers: John Mann, Ruth Moulton, Chris Hamblin

1. Opening Remarks Gord Miles/Yves Ducharme

Yves Ducharme, Gord Miles, Chris Hamblin, Alex Crane, Régis Gosselin, Ken Nash, Rod Oliver, Curt Elash, Jim Stuart, Jim Lowe

Gord Miles chaired this meeting.

The Chief Operating Officer welcomed the members and observers.

The members were provided with an update on the following items:

- a) The internal review of inward weighing and inspection is now underway. The study is being conducted by Meyers Norris Penny LLP (MNP). MNP has met with CGC regional staff, producers and industry and is now in the process of preparing a report which is expected to be completed in June. The information generated from this report will be available to staff for review and will be provided to COMPAS, the consultant conducting the comprehensive review of the *Canada Grain Act*. Concerns noted on the CGC's position on inward services as well as it's value to producers
- b) The External Review of the *Canada Grain Act* is also underway. COMPAS is in the process of gathering information from stakeholders for the discussion paper they will be preparing for June. Further to the interviews, a stakeholder questionnaire is available on COMPAS' website. Once the discussion period is complete, a final report will be prepared and will follow the legislative process. Concerns noted on the affect the final report will have on the CGC's financial situation.
- c) CGC Financial Situation for the Future – The members were updated on the financial situation of the CGC. Concerns noted regarding the wellness of staff due to "burn-out" caused by overtime. Concerns also noted on the budget and the likelihood of limiting CGC's services at the elevators and the affects of these limitations on the industry.

2. Review of Action Items Arising from Minutes Sept. 14, 2005 Chairperson

Gord Miles

The members were invited to comment on the items raised from the minutes of September 14, 2005. No questions or comments were received and the minutes were adopted by the members.

3. Grain Volumes & Financial Statements	Management
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Gord Miles, Curt Elash, Rod Oliver

Members were provided with background information from Sharon McShane. Limited discussions took place regarding the breakdown of the commodities in the reports. Concern also noted on the depletion of the CGC's surplus.

4. One Operational Group	
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Jim Stuart, Yves Ducharme, Curt Elash, Sylvia Prowse, Ken Nash, Rod Oliver, Jeannie McClory, Elaine Massie, Rick Bevilacqua, John Rossol, Sandy HayGlass

An update was provided to the members on the project. Input was also requested from the members, which will be brought forward to the next One Operation Group Steering Committee meeting. The project will focus on combining the inspection and weigh staff to create one operational group and would have new staff placed in entry level and then trained to weigh/inspect. There is a need to develop a transition phase for existing employees. Other concerns noted include possible Treasury Board funding; re-classification; employees' learning pace differences; and the consideration of potential limitations of the program due to regional differences.

Conclusions: Input received from the members will be brought forward at the next One Operation Group Steering Committee meeting for further discussion.

Action items:	Person responsible:	Deadline:

5. Overtime	Management
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Jim Stuart, Gord Miles, Jeannie McClory, Ken Nash, Jim Lowe, Sylvia Prowse, Rod Oliver, Rick Bevilacqua, Richard Fortin, Francine Taillon, Yves Ducharme, Alex Crane

The members discussed overtime in order to identify concerns that will be brought forward to the NOSH meeting in May 2006. Various issues and impacts of overtime (OT) on staff were discussed i.e. OT culture (using OT to supplement incomes); employee health; spending time with family. Potential solutions were also brought forward, i.e. reduce work hours; create alternate schedules; refusal of service, increase resources by hiring/filling vacancies; utilizing other government programs such as youth internship programs. It was also noted that potential impacts on refusal of service might result in companies presenting the CGC with bills.

Conclusions: Overtime will remain an issue and will need to be managed at local levels. Further discussions are also required amongst regional management and union teams. There will be continued pressures and the union/management must deal with the situation in the best manner.

Action items:	Person responsible:	Deadline:

6. People Management Framework**Human Resources**

Jeannie McClory, Gord Miles, Elaine Massie, Sylvia Prowse, Curt Elash, Yves Ducharme

Members were provided with the document, *People Management Framework for the CGC (March 16, 2006)* for information and feedback. The document outlined the strategic directions; outcomes and planned activities and will be provided to staff. It was noted that communication needs to be carefully prepared to ensure that staff are aware that this document is a plan and describes "where the CGC would like to be" in order to prevent cynicism from staff (i.e. after previous discussions on OT and resources). A recommendation was made to incorporate the phrase "to strive for" in the sentence underneath the **Strategic Outcomes** header on page 4 of the document.

Conclusions:

Action items:	Person responsible:	Deadline:
	Diane Shapiro	

7. Leave Management Guidelines

Human Resources

Jim Stuart, Jeannie McClory, Sylvia Prowse, Alex Crane, Francine Taillon, Elaine Massie, Rod Oliver

The *Leave Management Guidelines* was provided to the members for review and comment. The document will be posted on the website in the near future for staff to view and to allow staff to provide feedback. It was noted that with Leave Self Service (LSS) now online, it is important for managers and employees to discuss their leave because leave requests may not be processed in LSS right away. It was also noted that the collective agreement takes precedent over the guidelines.

Conclusions: This *Leave Management Guidelines* is a living document and once posted, employees are welcome to provide feedback to their regional management team.

Action items:	Person responsible:	Deadline:

8. Grievance Handling Process

Human Resources

Jeannie McClory, Sylvia Prowse

This item was brought to the table for information.

Conclusions:

Action items:	Person responsible:	Deadline:

Next NUMC meeting will be on October 18, 2006