



Final Minutes

National Union Management Consultation Committee/ Comité national de consultation patronale-syndicale (CNCPS)

October 16/ Le 16 octobre 2012

9:30 am/9 h 30

6th Floor Large Boardroom/Grande salle de conférence au 6^e étage

Present :

Gord Miles, Bob Kingston, Jim Ball, Brian Brown, Peter Burnett, Michelle Dedieu, Rick Eisele, Teri Friday, Nathan Gerelus, Colin Van Haar, Sandy HayGlass, Jennifer Kovacs, John Mann, Sylvie Rochon, John Rossol, Jim Stuart, Dennis Tong-Ly, Patrick Chandler

Guest:

Chief Commissioner, Elwin Hermanson

Observers:

Steven Cabak, Dennis Einhorn, Curt Elash

Item 1	Welcome	Co-chairs
<p>Chief Operating Officer, Gordon Miles chaired this meeting.</p> <p>Members added following items to the agenda:</p> <ul style="list-style-type: none"> - Certificate Final – Terri Friday - Leave Policy - clarification – Nathan Gerelus 		

Item 2	Opening Remarks	Chair
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Chief Commissioner Elwin Hermanson provided members with the following update on issues:

Harvest Survey

Overall have had very good results with this year's survey. There are some quality issues; however, nothing too alarming. The industry is on good ground and crop is good for end user.

Legislation

There will be interesting times ahead! Legislation is pending in the House of Commons and it is very close to coming this fall. Our funding arrangements are until August 1st, 2013. New funding sources for after August 1st need to be in place prior to this time. We were adamant with government and government has heard our message however there seems to be more work to having the Act move forward. We are not clear as to how this will all unfold.

Work needs to be done on a revised set of assumptions and we have to have things in place for August 1st, 2013. We have been told that we are expected to be present before the Standing Committee of Agriculture and AgriFood (SCAAF) on October 23rd, however we are not sure how particular the issues will be and we are preparing for that. The Commission recognizes that there will be some tensions around all this and we need to work through this together as much as we can. It was further noted that we have not been informed as to who else would be appearing before the Standing Committee (SCAAF).

The Union noted that they understood that the concept of Public Good regarding fees schedule came out very low in the discussions with the Minister. They are somewhat concerned that government rated “public good” very high in the Canada Labour Code – in fact prohibiting any job action that impedes the flow of grains while in discussions around fees, “public good” is not recognized.

Quality of grain is also a concern and members are confused about this. Chief Commissioner Hermanson noted that it is no secret that our stakeholders do recognize that there is public good however they could not come to a consensus as to how much public good there really is. The government has people who are responsible for Finance and others who are responsible for stakeholders and there are differences of opinion about the whole concept of public good. Finance department is holding a firm hand on this and it would not be of use for us to continue to push back at this time. The Union president noted that the lapse of time to have legislation reviewed was very long and their hope is that we will not have to wait so long. It is also their hope that future funding arrangements will be taken into account.

Question:

When Legislation is put forward will it be on its own or in an omnibus bill? Government approach to tabling of bills is secret.

Item 3	Review and approval – April 19, 2012 Minutes of proceedings	Chair
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Chair put forward request to confirm if there were any amendments to the April 19, 2012 minutes of proceedings. Response was nil. Minutes, accepted as presented.

Item 4	Business Arising	Chair & PSAC
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Union president noted that members would like to know where we are at with respect to Workforce Adjustment (WFA). Chief Operating Officer noted that it is important that people know that we are discussing timing and infrastructure at this point in time and that we are not in an official WFA situation. It was agreed that it is important to have early discussion in this regard.

Item 5	Period 5 Financial Statements – Volume Projections	Chair
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Acting Chief Financial Officer provided members with a brief overview of the Period 5 Financial Statements that are posted on StaffNet. Members were informed that we are well on our way with respect to this year’s very large Capital program.

Question:

When are the User Fees coming into play? The User Fees are running parallel to legislation therefore the implementation date would be August 1, 2013.

Item 6	Term employees rollover after 3 years	PSAC
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In the past while legislation was being put forward previously there were Term employee rollovers and concern is being raised of this no longer occurring. The Director of Industry Services noted that the combination of proposed legislative changes and User Fees results in our having to look at Terms in that light and this is a very different situation.

Question:

If you were to convert and need to do indeterminate staffing and using Terms how would you do this? Under the Term rollover, this would lend itself to terms close to three years and they would be made indeterminate. The Chief Operating Officer noted that we would be staffing indeterminate at the working level, and if it is a term then it would be from a pool of qualified PI-03s.

Therefore there are no Term PI-03's – no.

Item 7	Update on Pilot Project East Coast	PSAC
<p>Union noted that Eastern currently has three locations that no longer do weighing. Boats are loaded without supervision of a GL 08. Employees are upset that Eastern region has been selected for a pilot project. We recognize that we have a number of employees seeking employment else where. Feeling is that we will have to undergo a process of re-writing job descriptions and this will be adding new tasks for the weighing side which will result in grievances (we have a grievance for this currently in Baie Comeau).</p> <p>The Director of Industry Services confirmed that as of July 9, 2012 a pilot in Port Cartier was initiated and it was expanded to Baie Comeau in September 2012. Discussions have also taken place with two transfer elevators Hamilton in order to do this as oversight. The concern with this happening in Eastern is a result of lack of qualified resources and everything that is happening in that environment. Staff leaving is all factored in for trying a pilot. The subject about reviewing job descriptions will be looked at.. We will look at the work description, however the duties that are performed are in the ISO procedure work instructions under our ISO Quality Management System and we do not see it as a fundamental change in the work description.</p> <p>Question:</p> <p>What is considered as part of the oversight?</p> <ul style="list-style-type: none">• Initial meeting with transfer elevator operators• Go through CGC documentation required• Instruct elevator to follow the procedures• First vessel, ensure one weigh program manager is on site to answer questions• Monitoring of documentation submitted• Addressing areas of non compliance <p>At the present time, of 18 vessels, we have received one cargo complaint due to quantity. We could not substantiate anything wrong was done and the CGC stood behind certification for this vessel.</p> <p>Union noted that staffing at Port Cartier could be difficult and now we have some staff who wanted the training and then stopped. Question is how can we continue to guarantee quality if we do not do weighing of increment checks? So many things could happen. The Director of Industry Services noted that any oversight has an element of risk, therefore you build your oversight model to manage those risks . There is no fundamental change in the weighing procedures it is just a third party doing the weighing.</p> <p>Question:</p> <p>Are the terminal and transfer elevators ISO certified? Some are and some aren't. Is there any possibility of checking to see if this means that those that aren't certified will have to be? Terminal or transfer elevators companies being ISO certified, will not be a requirement of the CGC oversight model.</p> <p>Union noted that they have heard some stories about loading and accidental spillage. In the past there has been no consequences to the 3rd party for this happening.</p> <p>Questions:</p> <p>Will consequences be dealt with? The Director of Industry Services noted that there is a compliance element and monetary penalties could be one form of compliance or certification will not be provided would be another form of compliance element. In the past have there been any such instances of non-compliance? The Director of Industry Services is not sure, he would have to look into this.</p> <p>The Director of Industry Services noted that another possible approach is to put in place an automated weighing recording and playback system (AWRAPS). The Director of Corporate Services noted that there are a number of IT costs associated with this and that this is being looked into.</p>		
Item 8	Training for exam to become a PI-03	PSAC
<p>Union noted that our training program for the Developmental Competency Assessment (DCA) has evolved and that the system we have in place for new hires is a great system, however there are a number of concerns coming from members across the country that our more experienced PI's while they are getting training are not getting the same amount of training as the new hires. There are some instances where people have to come in</p>		

on their own time and the playing field is not level anymore.

The Director of Industry Services noted that this is the first that he has heard of this concern. This is something that will have to be looked into. To his knowledge, everyone who expressed an interest in receiving training were in the process of being trained.

Union noted concern with respect to the transparency of the exam. Some people would like to have this as part of the selection process to keep their jobs. The Director of Industry Services noted that the purpose of the DCA is to determine if an employee is eligible to apply for the PI 3 national selection process. The PI 3 national selection process establishes a qualified pool. The National Manager, Operations and Projects will take this back to the training unit's attention. He went on to provide the members with a breakdown of the rates of success to date:

Eastern 11 completed – 6 successful

Thunder Bay 12 completed – 7 successful

Western – 41 completed – 32 successful

Question:

What will happen if they do not pass the exam? The Director of Industry Services noted that they would therefore not be eligible to enter the exam for the PI-03.

Qualifying for a PI-03 position will become more difficult a year down the road and would like to ask that management rethink how the training is being approached especially when we have experienced people. The National Manager, Operations and Projects commented that the point is taken however we have to keep in mind that when we undertake a National PI-03 process, lots of work is done nationally because this is done across the country.

What type of training do we have for GL's? There is a pre-established process (DCA) for inspection training that is applied consistently across the country. CGC will be focusing the inspection training to those employees that are already in the training program..

How long do you have to be on staff? The inspection training and development program is based on modules delivered over a 26 month period. Successful participants in the DCA are then eligible to apply in the national PI 3 selection process. Promotions from the qualified PI 3 pool are based on vacancies or operational requirements.

Item 9	Discussion regarding GL meal breaks	PSAC
Union would like to discuss the issue of GL meal breaks. There was a change as a result of the last round of negotiations. Would like to clarify that there are various ways to allow for flexibility. It is the managers responsibility to manage this. The Director of Industry Services informed members that the message is not that we cannot implement it but more that we want to implement it. Union noted that there are words in the clause of the collective agreement regarding this and that they would expect to have those conversations happen. They understand that given the environment not all places can implement it the same way. The manager for operations in Vancouver noted that they felt that this is something that should be dealt with at the national level, with the understanding that some local/regional differences may have to be considered. It was agreed that discussions at the regional level would happen to better deal with regional differences.		
Item 10	Workplace Attire Policy	PSAC
Union identified this item in order to identify that the policy is dated and that we are the only department that has such a policy. We have many requirements for work place attire given the type of work we do and the safety guidelines or code of ethics that accompany it. The policy has been interpreted by different people for different reasons which causes issues. Chief Operating Officer noted that Human Resources can most definitely look at this. The Director of Human Resources noted that this is something that both HR and the Union can work together at reviewing. The Union (Sylvie Rochon) would like to have a copy of the policy and Michelle Dedieu, Sylvie Rochon and Teri Friday will work together on reviewing this.		
Item 11	Pay Administration Services – standing item	PSAC
The Director of Human Resources provided members with an update on pay administration. <ul style="list-style-type: none">• Our department will be affected in Sept 2013 – Feb 2015• All Wave 2 compensation employees have received affected letters.• Continue working on our plan to transfer pay to Miramichi, New Brunswick starting September 2013• Meetings are planned for November where Public Works and Government Services Canada (PWGSC)		

employees from Ottawa will come to discuss this project. This meeting is open to anyone who would like to come

- IT currently looking at application from a systems point of view

Questions:

How many employees were affected? At AAFC there are seventy two employees who were affected. The option to move to Miramichi was taken by one employee although others have taken opportunities with other departments within the public service.

Union noted that they were of the understanding that there were some discussions about extending the time frame on some of these letters and some people were waiting on financial advice. Miramichi will have a full building of people who do not know what they are doing. The Director of Human Resources indicated that they have discussed what sections of the organisation will be moved and that they are looking at impact to employees the least possible. They are looking that people will work with the Montreal office and they will be providing support. They do have a process in place and they intend on meeting their targets, therefore this change is going ahead.

Request was made that this be a standing item on the NUMCC agenda in order to increase awareness because this could have an affect of employees paychecks.

Question:

Would it be possible to have the number of affected people in this regard? The Director of Human Resources will provide members with the numbers.

Item 12	Update on Peer Support Training	PSAC
<p>Christine Rogers was present for discussion on this item.</p> <p>Teri Friday requested discussion on this item in order to talk about the training for peer supporters in light of the upcoming changes. Members were informed that training took place on September 10, 2012 and 29 peer supporters were at the training session that took place in Winnipeg. Peer supports deal with situation much better when they are prepared and informed on issues. Feeling is that the training that was provided will make a huge difference given that employees learned things they can share with co-workers. Also had the opportunity of learning more about the Employee and Family Assistance Program (EFAP) and this was greatly appreciated. Wanted to make sure that we all acknowledge this.</p> <p>Christine Rogers noted that it was an incredible time, people were very open and we will be doing some follow up with respect to transition network concept. A peer supporter Colin Van Haar backed up what was said and noted that this was a good experience for him to be part of this group and that the peer supporters definitely had lots of questions about the transition network.</p> <p>Members were provided with an overall diagram that provides a snapshot of what the Transition Network concept will look like. The key in the process is to identify and communicate the issues and be 'the eyes and ears as well as have a finger on the pulse' in order to be readily available and monitor situations. This will provide a better opportunity to help people deal with what we will have to deal with. In essence, it will allow the ICMS and Change Management officers to know what is happening, where this is happening and what is the trend. They will be coordinating this and will be informing EMC in order to do the best that we can to ensure that people move through this the best way they can.</p> <p>Union noted that their observation and comments received from their members is that from a Workforce Adjustment (WFA) situation they have enough coming at them and that they will not have time to fill out a form to assist in the monitoring, etc.. Feeling is that the WFA is the most important committee and then the transition network will be the other committee coming into play. It will be important to make sure that the issues come to the WFA committee prior to going to the peer support mechanism and then down the line. It is important to ensure that we are not stretching our people too much. Christine Rogers noted that we want people to understand this concept and this is why we are presenting it.</p> <p>Chief Operating Officer noted that WFA collective agreement issues are not going to the transition network. We will have to be clear on what will be going to the WFTS steering committee.</p>		

Union noted that when we talk about a workforce transition network, it is important not to get this confused with WFA. We will have to ensure that this is communicated well in order to ensure the understanding that these are separate things. Christine Rogers noted that when they will be visiting the regions they will answer questions, incorporate what regions require and need to see how this will fit them.

Question:

When will these meetings take place? October 24, 2012 for Eastern; November 8, 2012 for Western; November 15th for Central.

Comment:

The Union would appreciate that anything that comes out of the transition network committee discussion be sent to our office at PSAC.

Item 13	ICMS – standing item / SGIC – point permanent	Chair/ Président
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Discussion on this item took place under item 12.

Item 14	Employment Equity – standing item / Équité en matière d'emploi – point permanent	Chair/ Président
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The Director of Human Resources informed members that the updated Employment Equity and Diversity Action Plan is posted on the website. In order to be fiscally responsible the National committee meets via teleconference weekly and February 2013 is the target for a face to face meeting. A number of events are being organized and some have taken place such as Aboriginal Day, International Day for People with Disabilities; multicultural potluck. A call has been put out for a session on Anti-Harassment in the workplace that will be facilitated by the Joint Learning Program (JLP). JLP requires twenty participants in order to hold a session and we currently have eight and will be seeking other departments participation. Regional activities are also being planned such as self identification, food drives, core learning map, etc..

Question:

Who gets the money that is raised from these activities? The monies are donated to the local Harvest organization, however will look into this in order to confirm.

Item 15	Performance Development and Achievement Program (PDAP) & People Planning – standing item / PPRM et planification des ressources humaines – point permanent	Chair/ Président
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The Director of Human Resources provided members with an update on this item.

Quarterly reports on People Planning are provided to EMC and Directors are responsible to update these.

Union has received feedback and concern in terms of assessment processes regarding Personal Learning Plans (PLP) and was told that at the CGC PLP's do not exist. The Director of Human Resources noted that we do have PDAP rolled out in five divisions and we have completed the training performance agreements and that the tracking tool is currently being worked on. The Director of Industry Services noted that Industry Services (IS) is struggling with the rollout given the environment but they are making some progress and it is taking longer then planned. Union asked if the PLP is part of what is suppose to be happening. Management noted that this is correct and in the other divisions as well. The Director of the Grain Research Lab noted that PDAP's are done in his Division and that discussions regarding a Personal Learning Plan do take place; however, having one is left entirely to the discretion of the employee.

Question:

Therefore if an employee does not ask for a PLP it is not part of the PDAP? The discussion on the employee's personal learning is part of the PDAP process however if the employee choses not to have an PLP then this is noted on the PDAP. Some employees are close to retirement and do not see a need to further their career aspirations and chose not to discuss possibilities.

The Director of Corporate Services noted that they are working on this and PLP is part of it but if an employee is not open to have one for example because they are close to retirement then a PLP is not done. CFO noted that

all the employees in the Finance unit have a PDAP and a PLP, the same applies for Human Resources and Executive employees. Grain Research Laboratory have a number of employees finishing their Masters and this is included in their PLP.

Question:

What is the timeline as to when IS will start? Director of Industry Services stated that they are contemplating a complete roll out and looking at pros and cons while keeping in mind the timing to do this.

Is this approach a result of feed back or anticipation on how it will be received? Yes it is and we also want to determine the best approach. Union noted that they would appreciate notification prior to roll out so that they can be prepared to deal and approach this.

Item 16	Official Languages – standing item / Langues officielles – point permanent	Chair/ Président
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Members were informed that the membership of the Official Languages committee has changed and were provided with a membership list. We are still looking for representatives who are interested in promoting official languages in both Thunder Bay and Vancouver. Ability to speak french is not essential. Nathan Gerelus was congratulated for having successfully completed his language exam. The CGC has worked hard at changing the tutoring program we have in Winnipeg and we now have two group levels where people can work in group setting and individual sessions are still being offered as well. It was noted that Brigitte Everhardus has developed a brief overview presentation on Official Languages and these are being inserted in the new employees training packages in all the regions. The committee meets every two months.

Question:

How long ago was the Vancouver canvassing done? Approximately six months. Managers will put out the call again given that there was some mis-understanding with respect to people having to be bilingual to be a member of the committee. This is not the case, members have to be interested in being a member of the committee whether you are bilingual or not.

What is the time commitment for these members? Meeting is every two months and they are held via teleconference.

Is it possible to send the new employee training slides to Thunder Bay? The president of the Union would also like to receive a copy of the slides. Noted

Item 17	Other / Autres	Chair/ Président
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17.0 - Certificate Final Options

Members of the Union noted their concerns around the wording and definition of a composite sample and would like to clarify their understanding.

Question:

Does this mean that there will not be anyone present during the course of monitoring and sampling vessel loadings? No, there will be a CGC employee present during sampling and monitoring. Management recognizes that some of the wording should have been different and that it should have been tied to the strategic initiative, however the communication had already gone out.

Is it possible to send a followup communication? The Chief Grain Inspector has been dealing with this and word of mouth is happening in order to clarify any misunderstandings. A written clarification will be sent to all staff.

What will the elevator be able to live with if we do not give them the grade they are expecting, will they live with this? They will have to.

Was a pilot done to come to this conclusion? The CGC feels that as long as we are clear and transparent, then the issue is between the exporter and the buyer.

17.1 - Leave Policy - clarification

The National Manager, Operations & Projects informed members that a need to clarify the leave policy as it pertains to medical leave has been identified. Clarification has been drafted and it now requires HR input and management would like to share this with the Union (Bob, Sylvie and Teri).

17.2 - Revisit the Pilot Project

Union president would like to know what management sees as transition in the pilot. It was noted that it is varied standard.. Therefore if this is truly a pilot, there will be review of data, analysis of pilot and then CGC will determine how to move forward? Director of IS noted that with the four sites, an evaluation by the end of December is expected and that we will have enough data to make a decision on implementation.

17.3 Human Resources

Members were informed that there will be a change in Labour Relations as result of an alternation, Colleen Link will be alternating with Curtis Connon. Another transition will be Alan Ashton will be doing work for Western region and Curtis will focus on Central region. Alan will be mentoring Curtis and going to Thunder Bay and Vancouver to meet with union representatives in the upcoming months. Sylvie Rochon would like to have the email with these details.

Teri Friday noted that we have have change happening at our NUMCC table, this is Jennifer Kovacs last meeting with us. Would like to commend her for all of the good work she has done as a representative.

Next meeting :

Tuesday April 16, 2013

Adjourned at 2pm

Action Items	Responsible
Item 7 – Update on Pilot Project East Coast Confirm if there have been any instance of non-compliance with respect to loading and accidental spillage.	Director of Industry Services
Item 8 – Training for exam to become a PI-03 Look into matter of concerns that our more experienced PI's, while they are getting training, are not getting the same amount of training as the new hires.	Director of Industry Services
Item 11 – Pay Administration Services – standing item Provide NUMCC members with the number of affected people in regards to move to Miramichi.	Director of Human Resources
Item 12 – Update on Peer Support Training Provide PSAC office with anything that comes out of the transition network committee discussions.	Director of Human Resources
Item 14 – Employment Equity – standing item Provide NUMCC members with confirmation of where the money raised during Employment Equity events is forwarded.	Director of Human Resources
Item 16 – Official Language – standing item Provide NUMCC members and Thunder Bay office with the new employee training official languages slides	Official Languages Champion – Sandy HayGlass

17.3 Human Resources

Provide NUMCC members with a copy of the email regarding changes in the Labour Relations sector due to alternations.

Director of Human
Resources