

**Minutes of the Union - Management Consultation Committee (UMCC) Meeting
Canadian Pari-Mutuel Agency and the Agriculture Union, PSAC**

October 23, 2013

In Attendance:

Mr. S. Suttie
A/Executive Director
Canadian Pari-Mutuel Agency, AAFC

Mr. F. Murphy
1st National Executive
Vice-President
Agriculture Union, PSAC

Ms. S. Dubreuil
Director, Operations
Canadian Pari-Mutuel Agency, AAFC

Ms. N. Milosevic
Labour Relations Officer
Agriculture Union, PSAC

Ms. H. Hay
Senior Labour Relations Advisor
Human Resources Directorate, AAFC

Mr. D. Fracassi
Labour Relations Advisor
Human Resources Directorate, AAFC

Minutes prepared by: Ms. K. Dicaire
Executive Assistant to the Executive Director
Canadian Pari-Mutuel Agency, AAFC

Purpose of the Meeting

This meeting was called as an ad hoc meeting to provide an update to the Union on the status of the CPMA's Workforce Adjustment processes. CPMA will also provide the Union with an update on other issues.

Update on the Workforce Adjustment

The union was provided with an update on the status on the SERLO processes in Headquarters and in the field and on individual situations of affected employees.

New Operational Model

The CPMA is transforming the way it does business to ensure greater focus on its core mandate. The 4 main components of Pari-Mutuel Supervision will include:

- Remote supervision
- Post audit approach
- Client outreach
- Periodic on-site inspections

Processes will be formalized and training courses and documents will be developed and provided.

It is expected that more hours and more regularly scheduled hours will be available for part-time officers.

This new approach to operations will be phased-in. At first, CPMA staff will remain available to tracks during all live racing, although they will not always be physically present at a racetrack.

Some hours and work locations will change as CPMA staff moves to CPMA and AAFC locations. CPMA will advise union prior to changing any work hours or locations and will provide employees with as much notice as possible.

A CPMA organizational review will be undertaken to ensure organizational structure and job classifications are current.

Ontario Update


The Ontario government announced \$400M to be distributed over the next 5 years. While race dates are expected to decrease to approximately 800/ yr (down from 1,600/yr), the CPMA is hopeful that the industry in Ontario is beginning to stabilize.

Review of previous minutes

Reviewed July 2, 2013 minutes. The Union enquired about the CPMA moving toward a centralized location. Management indicated that centralization is the likely end result but that will not happen overnight. CPMA is taking some initial steps toward eventual centralization by moving some staff into AAFC locations and by sharing space with provincial regulators if possible. For example, CPMA is considering sharing space with the Ontario Racing Commission in Toronto.

CPMA Financial situation

Revenue is down 4% from last year. CPMA is forecasting a small deficit this year due to WFA related costs (e.g., TSM costs). The decrease in staffing and overhead costs should help to ensure financial stability of the CPMA over the next few years.

 . 26/11/13
S. Suttie
A/Executive Director
Canadian Pari-Mutuel Agency

F. Murphy
1st National Executive Vice-President
Agriculture Union