

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

January 6, 2010

In Attendance:

Mr. S. Malone
Executive Director
Canadian Pari-Mutuel Agency, AAFC

Ms. D. Forsythe
1st National Executive Vice-President
Agriculture Union, PSAC

Mr. R. Nichol
Director, Operations
Canadian Pari-Mutuel Agency, AAFC

Ms. E. Massie
Service Officer
Agriculture Union, PSAC

Mr. R. Sawchuk
Director, Policy and Planning
Canadian Pari-Mutuel Agency, AAFC

Ms. B. Jetté
Director, Corporate Services
Canadian Pari-Mutuel Agency, AAFC

Ms. L. Voisine
Labour Relations Advisor
Human Resources Branch, AAFC

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

Both parties agreed to the agenda as proposed by CPMA management.

CPMA Update

S. Malone provided an update on CPMA's current financial situation. CPMA receives funding through a 0.8 percent levy on every dollar bet in Canada. The current revenue forecast for 2009-2010 is less than \$13M as compared with just over \$14M two years ago.

Some factors affecting revenue include the decrease in number of live race dates as well as the fact that horse racing is no longer taking place in Quebec. The 3 full-time employees in Quebec have maintained full time working status and CPMA management does not expect this to change.

The Union asked whether or not CPMA management expects any full-time employees to be impacted as a result of the downward trend in revenue. CPMA management indicated this is not expected in the near future.

S. Malone also advised that CPMA has recently completed a competitive process to staff the vacancy of the Regional Manager position in Toronto.

Update on Regulatory Review

R. Sawchuk provided an update in the current status of the regulatory amendments.

Ops and Policy have recently met to discuss transitional issues with respect to implementation of the new regulations.

DoJ has completed bijural and jurilinguistic reviews of the proposed amendments.

The Union asked about the nature of the changes. CPMA Management explained that the changes would mainly modernize the *Regulations*, focus on CPMA's core mandate, as well as general "house keeping" changes.

CPMA is reviewing options for reengaging regional staff in the review process.

The Union enquired about training requirements, as they want to ensure that staff is given sufficient opportunity and resources to complete training in order to properly do their required jobs.

CPMA does not anticipate any massive re-training requirements for the changes coming into effect. In addition, a document for internal use is currently in development, which clearly outlines changes to the current regulations.

The Union asked when to expect prepublication of the amended *Regulations*; however, due to the recent prorogation of Parliament, it is difficult to confirm. CPMA continues to work toward completion, with the hope of publication occurring in the summer.

Variable Shift Schedule Arrangement

CPMA has reviewed the locations they believe merit VSSAs, including Winnipeg, Dundas, London and Windsor. CPMA indicated that the standard shifts do not adequately cover day-to-day operations, and proposes to include one additional shift (11am to 7pm) to better cover the 1pm post time which occurs at many tracks.

The Union would like to review Section 25.22 C of the PA collective agreement in greater detail. CPMA management agreed to keep an open mind re where VSSAs might be required.

Both parties will review the joint communiqué regarding VSSA and release it in the next few weeks. The Union will provide a list of Regional Vice Presidents to be included in the distribution.

Assigned Work Week

CPMA has reviewed the AWWs for 26 part time indeterminate employees; 9 of whom are represented by PSAC.

In order to retain accurate AWWs going forward, CPMA is suggesting implementing a process to review AWWs twice per year. The Union will consult with their compensation specialists to better understand how this may impact their members.

Other:**UMCC Terms of Reference:**

Both parties will review the UMCC Terms of Reference and provide each other with proposed revisions and work together to finalize by the next meeting.

Next Meeting:

The next meeting of the UMCC was proposed for the afternoon of June 23, 2010.

S. Malone
Executive Director
Canadian Pari-Mutuel Agency

D. Forsythe
1st National Executive Vice-President
Agriculture Union