

**Minutes of the National Union - Management Consultations
Canadian Pari-Mutuel Agency and the Agriculture Union (PSAC)**

Held on May 11, 2006

In Attendance:

Mr. Y. Ducharme
National President
Agriculture Union, PSAC

Mr. T. Pettipas
Executive Director
Canadian Pari-Mutuel Agency

Mr. B. Kingston
National Vice-President
Agriculture Union, PSAC

Mr. D. Liston
Associate Executive Director
Canadian Pari-Mutuel Agency

Ms. E. Massie
Services Officer

Agriculture Union, PSAC

Mr. R. Nichol
Manager, Program Coordination and National
Standards
Canadian Pari-Mutuel Agency

Mr. D. Joly
Director, Management Services
Canadian Pari-Mutuel Agency

Ms. L. Smith
Labour Relations Consultant
Human Resources Branch, AAFC

Mr. R. Leger
HR Consultant
Canadian Pari-Mutuel Agency

Meeting commenced at 0934 hours - Minutes prepared by R. Leger

Opening

Mr. Tim Pettipas, the chair for this meeting, opened the proceedings. He emphasized that although relatively new in this position he had already benefitted from the opportunity of meeting with most Agency staff across the country. His current and immediate priorities included improving national consistency, accountability, communications and promoting a professional, open working relationship with the Union. Mr. Pettipas commented that he was impressed by the commitment of Agency Officers. He emphasized that the Agency is in a changing environment and that this dynamic would be further discussed in certain of the Agenda items of this meeting.

Mr. Ducharme's opening comments stressed the need to have both Parties meet more frequently and regularly with a view to establishing a more ongoing dialogue. He stated that the Public Service Labour Relations Act recognizes the need for consultations. He noted the requirement to hold regional Union - Management consultations and emphasized that the hours of work (shift schedule) was an issue of priority.

Action Item

- a) CPMA to provide organizational chart to the Agriculture Union

Agenda Items of Meeting

1) Review of action items in June 4, 2004 Minutes

It was noted by the Chair that two action items of the previous minutes had not been completed but that similar subject matters were also agenda items of this meeting.

2) Union - Management Consultation Committee meetings (National/Regional/Local)

All Parties agreed that the Terms of Reference established for the national meetings needed updating. Parties agreed that formal National Union - Management consultations need to be held at least twice a year. Parties agreed that consultations should also be undertaken on a more ongoing basis with a view to improving communication. The Parties discussed the existing departmental process for Regional Union - Management consultations; i.e. AAFC RL - MCC and noted the structure in place represents the most likely appropriate forum to deal with regional and unresolved local CPMA issues. The Parties however agreed to conduct a review of the Terms of Reference and current structure to ensure CPMA issues are discussed at the most appropriate forum.

Action Item

- a) National Terms of Reference to be updated - E. Massie/R. Leger.
- b) The departmental Regional Terms of Reference be reviewed to ensure that CPMA is properly situated in that consultation forum to discuss its specific issues
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E. Massie/L. Smith.

3) Health and Safety Committees/Issues/Processes (Ontario Region)

It was indicated that there were some site specific issues from the Ontario region that were being raised. To address these, all Parties agreed to have Mr. J. Scatozza participate as a member in the CPMA Head Office Health and Safety Committee to ensure all concerns are addressed.

4) Review of the regulatory framework respecting the regulation and supervision of betting on horse races

Management provided an overview of a number of changes that have taken place in the horse racing Industry over the last number of years, noting that our regulatory framework has not undergone any significant changes during that same period. In recognition of this, the Minister of Agriculture and Agri-Food had directed the Canadian Pari-Mutuel Agency to undertake a comprehensive review of its Regulatory Framework.

A presentation provided further details of the regulatory review project. The concept of broad based consultation and SMART regulations were stressed. It was further added that meetings have been scheduled in all regions with all stakeholders and that external consultants were engaged by the Agency to bring a further expertise to the consultation process. It was further noted that a comprehensive review of this nature also represents an opportunity to undertake a review of the current governance model.

A question was raised inquiring whether the regulatory review would touch all Acts and if so would it address any potential patchwork existing in the current regulatory system. Mr. Liston responded that it would be a comprehensive review.

Mr. Liston noted that there would be an important and central role for Agency Officers and the Union in this consultation process, and committed to keeping union representatives apprised of developments in the review process, including extending an offer to participate in the regional conference calls with all CPMA staff.

5) Variable Shift Schedule Hours

There was agreement that this matter should be given priority consideration for action. Mr. Ducharme raised the possibility of creating a sub-committee to deal with this matter - in effect setting up a working group to address the VSSA issue from a national perspective. All Parties agreed to this possibility and a working group was established. Members identified to this working group are: B. Kingston, E. Massie, L. Smith, R. Nichol and R. Leger.

Action item

- a) Developing terms of reference for VSSA working group.
This action item assigned to membership of working group - B. Kingston, E. Massie,

6) Foreign Race InterTrack Betting (FRITB) - increasing wagering avenue

A general overview of FRITB was provided, including details surrounding the current trends in this betting pattern and the potential introduction of new monitoring activities in this regard. Discussions were undertaken concerning the importance of keeping all employees aware of these developments and adequately trained to implement any new approaches that may be required. Parties agreed that regular updates would be provided on this issue.

7) CPMA Partnering Accountability Agreement

The employer provided background information concerning the STOP manual including the CPMA Partnering Accountability Agreement. The employer confirmed to the Union that employees were not obligated to sign the CPMA Partnering Accountability Agreement.

Action item

- a) Copy of STOP manual to be provided to Union - R. Nichol.

8) Employer and Employee Work Relations - Workplace Assessment (Ontario Region)

A general discussion was undertaken on the Woodbine workplace assessment. It was noted that several initiatives recently launched should hopefully serve to help address a number of the issues raised at the Workplace Assessment notably:

- a) the development of a quarterly newsletter to increase the flow of information across all staff in the Agency;
- b) an evaluation of the ICS has been launched;
- c) pre-consultation on the schedule for Woodbine staff in addition to the required collective agreement consultation; and,
- d) regularization of staff meetings.

There was recognition by both Parties of a joint and shared Management - Union responsibility in seeking to improve all areas impacting the employment and work relationship.

Meeting ended at 1200 hours. Next meeting will be at the call of the co-chairs.

T. Pettipas
Executive Director, Canadian Pari-Mutuel Agency

Y. Ducharme
National President, Agriculture
Union