

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

May 13, 2009

In Attendance:

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

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

Mr. S. Suttie
Associate Executive Director
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

Mr. R. Nichol
Director, Operations
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

1. Introductions:

Both parties introduced the changes to the UMCC membership since the last meeting. S. Malone was recently appointed as the new Executive Director for the CPMA; S. Suttie is the Associate Executive Director; B. Jette has assumed the position of Director, Corporate Services, while L. Voisine is now CPMA's Labour Relations advisor. In addition, D. Forsythe was elected 1st National Executive Vice-President for PSAC's Agriculture Union.

2. Approval and signing of July 3, 2008 minutes

Both parties approved and signed the minutes.

3. Outstanding items from previous minutes

The following items from the previous minutes are ongoing.

- **VSSA** – remains an agenda item and will be discussed later during this meeting.
- **Designated Paid Holidays (DPH)**
This issue was raised to management by an employee. On a DPH, full-time employees receive pay for time and half for the hours they actually work. For example, in the case of a 10 hour shift, full-time employees will receive a supplemental cheque for 15 hours. In addition, on their regular pay cheque, they are paid 7.5 hours as per the collective agreement. They are credited in the pay system for 7.5 hours at straight time for the DPH towards their 300 hours in the 8 week period. The employee questioned why they were not credited with 10 hours towards their 300 hour requirement when he actually worked 10 hours.

Upon consultation with the Treasury Board Secretariat (TBS), CPMA's response to the employee was sent via email and was copied to the Agriculture Union. As per the collective agreement, all full-time employees are paid 7.5 hours for a DPH regardless of whether they work or not and this amount is included in their regular pay cheque. If they work on a DPH, they get an additional time and half for the actual hours they work. To give a full-time employee 10 hours credit for the DPH towards their 300 hour requirement for the 8 week period would be equivalent to paying them 10 hours for the DPH which is in contravention of the collective agreement and would not be consistent with what other federal government employees receive under the collective agreement. Similarly, if a full-time employee works a 4 hour shift on a DPH, they will receive a supplemental cheque for 6 hours (4 hours at time and a half) and they are credited in the pay system for 7.5 hours.

The Agriculture Union, PSAC disagreed with CPMA's and TBS's interpretation and application of the collective agreement. However, the Agriculture Union, PSAC indicated it would not pursue the grievance route as the issue was moot given the CPMA advised that employees are not longer scheduled to work more than 7.5 hours on a DPH. Should this change in the future, the Agriculture Union, PSAC noted it would ensure that grievance rights are exercised.

- **Assigned Work Week (AWW) Project**
The AWW project is continuing. HR is leading the project and is reviewing individual AWWs and designated work places for all part-time employees to ensure the information is accurate and up to date. An internal report is to be generated with recommendations submitted to the Executive Director by mid-June. The Agriculture Union, PSAC requested to meet and consult with the CPMA before any steps or decisions were taken to which the CPMA concurred.

The AWW review may have an impact on employees' disability insurance, death benefits and superannuation as these benefits are calculated based on an employee's recorded AWW. For example, if an employee's recorded AWW is substantially lower than their actual AWW (based on actual hours worked), the employee would receive lower pension and benefits than their actual entitlement.

To correct this deficiency, the employee's recorded AWW will have to be adjusted upwards to more accurately reflect the actual hours worked. As employees contribute to these benefits, this adjustment may result in a deficiency of pension/benefit contributions that the employee may be required to pay back. Should that be the case, employees will be provided with various options to allow for the repayment. The reverse would be true if an employee's recorded AWW is higher than the actual hours worked and employees would be entitled to a refund of pension/benefit contributions they have paid.

The Agriculture Union, PSAC raised concerns with respect to the CPMA's AWW tracking and reconciliation as well as possible impacts it may have on its members. CPMA responded that it was looking at establishing a practice where an employee's AWW was reviewed automatically (possibly twice a year) in order to ensure it is consistent with the actual hours worked. CPMA committed to continue to consult and share information with the Agriculture Union, PSAC regarding the results of their AWW review and next steps.

4. Update on Regulatory Review

The CPMA continues to work with Department of Justice (DoJ) drafters in developing the new regulations flowing from the Regulatory Framework review. We are nearing the completion of this stage. The amendments will next be reviewed by DoJ editors, including juriliguist/ bijural committees. Once DoJ completes its revisions, the package will be ready for submission to the Minister of AAFC. Upon his approval, the proposed regulations will be pre-published and distributed for commentary. The CPMA is currently developing approaches for consulting with regional staff once the changes are available. CPMA committed to include the Agriculture Union, PSAC in the consultation process and will provide them with the documentation as it becomes available.

5. Update on Governance Review

As was discussed at the last meeting, Government Consulting Services (GCS) of PWGSC was studying where best in government the CPMA fits and how the CPMA regulates betting in Canada on horse racing. Given the economy and other priorities of the government, the location issue has been moved to the back burner. With respect to how the CPMA regulates the industry, CPMA expects GCS's final report by the end of the month. CPMA should have a better idea at that time of the recommendations being made and will keep the Agriculture Union apprised of its contents.

Also at the last meeting, CPMA provided the Agriculture Union with an update on the CPMA's financial position particularly in light of the Minister's decision for the CPMA to continue to provide photo finish and video race patrol programs. Revenues for 2008/09 continued to drop – by about \$200K or 1.5%. CPMA managed to keep expenses relatively in check and should have a small surplus. Next year, CPMA is projecting to break even, though they have significant IT requirements, specifically in rebuilding its CPMASS system. The following year, 2010/11, CPMA expects to face

some financial challenges as new drug control contracts will be in place along with new contracts for the photo finish and video race patrol programs.

CPMA continues to explore various options including partnering with provinces and perhaps industry in the provision of photo finish and video race patrol programs and in the equine drug control programs.

VSSA

- **Status**

The new VSSA Guidelines that were developed jointly between CPMA Management, Treasury Board Secretariat and the Agriculture Union have been approved and signed by all three parties.

- **Next steps**


CPMA Management and the Agriculture Union agreed to prepare and release a joint communiqué to CPMA employees in support of the implementation of these new Guidelines and to work together to establish shifts according to Article 25 of the Collective Agreement.

Roundtable

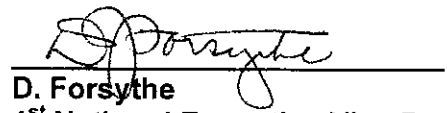
Both parties agreed to review the committee terms of reference and will make best efforts to meet **at least** twice per year.

Next Meeting:

The next meeting of the UMCC was proposed for the afternoon of November 30, 2009.



S. Malone
Executive Director
Canadian Pari-Mutuel Agency



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