

**Agriculture and Agri-Food Canada**  
**National Union-Management Consultation Committee (NUMCC)**  
**June 9, 2009**  
**Minutes**

**Present:**

**AAFC**

Yaprak Baltacioğlu	Deputy Minister
Liseanne Forand	Associate Deputy Minister
Anne LaSalle	On behalf of Rita Moritz CIO Information Systems Team
Catherine MacQuarrie	ADM Human Resources Branch
Donna Mitchell	Executive Director Rural & Co-Operative Secretariats
Greg Meredith	ADM Farm Financial Programs Branch
Heather Cruden	on behalf of ADM Market and Industry Services Branch
Jamshed Merchant	ADM PFRA&E (via videoconference)
Jodi Redmond	ADM Communication and Consultations Team
Laura Ruzzier	DG Office of Audit and Evaluation
Louise Sénéchal	Acting General Counsel, Legal Services
Marc Fortin	ADM Research Branch
Paul Martin	on behalf of ADM Strategic Policy Branch
Pierre Corriveau	ADM Corporate Management Branch
Marilyn Galliot	Director Labour Relations, Employer Representation Team
Laurie Hunter	Acting Director General Performance Excellence
Ceci O'Flaherty	Principal Consultant, Employer Representation Team, HRB
David Swol	DG Integrated Internal Services, HRB,
Céline Tremblay	Principal Consultant, Employer Representation Team, HRB
Catherine Walker	Director National Program and Strategic Information, HRB

**Agriculture Union (PSAC)**

Bob Kingston	President
Debbie Forsythe	First National Executive Vice-President
Denis Sicard	Second National Executive Vice-President
Howard Willems	Third National Executive Vice-President
Fabian Murphy	Fourth National Executive Vice-President

**Professional Institute of Public Service Canada (PIPSC)**

Linnell Edwards	President, AAFC National Consultation Team
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**Canadian Association of Professional Employees (CAPE)**

Stan Spak	EC Director, National Executive Committee
Karen Brook	Labour Relations Officer

**Association of Canadian Financial Officers (ACFO)**

John Leduc	Vice-President
Vicky Ringuette	Labour Relations Officer

**Regrets:**

Catherine Keir  
Ed Fletcher  
Mélanie Chenier  
Salma Jaroudi

Vice-President, AAFC National Consultation Team (PIPSC)  
Assistant Business Manager (IBEW)  
Labour Relations Officer (PIPSC)  
President, AAFC – NCR (CAPE - Local 507)

<u>Agenda Item</u>	<u>Summary and Action</u>	<u>Accountability</u>
<b>1. Opening remarks Y. Baltacıoğlu</b>	<p><u>Action:</u> As previously agreed, we will continue to meet frequently due to the implementation of Growing Forward.</p> <p><u>Information:</u> Introduction of Catherine MacQuarrie as new ADM HR.</p> <p><u>Action:</u> Approval of minutes will be a standing agenda item.</p>	<b>ADM HR</b>
<b>2a. FIPD and Provincial Delivery of AgriStability G. Meredith</b>	<p><u>Summary:</u> Formal authorities to negotiate a transfer of program delivery to BC and Saskatchewan have not yet been confirmed. Union consultations regarding transfer delivery will be an integral part of the process.</p> <p><u>Actions:</u> General information message to FIPD staff will be distributed on June 12.</p> <p>Unions will receive a copy of all communications to FIPD employees on this topic.</p>	<b>ADM FFPB</b>
<b>2b. Agri-Environment Services Branch J. Merchant</b>	<p><u>Summary:</u> AESB held its first Branch UMCC on April 2009. Future AESB meetings will be held quarterly.</p> <p>AAFC properties are not part of the federal government decisions on the sale of Crown Assets.</p>	<b>ADM AESB</b>
<b>2c. Research Branch Priorities M. Fortin</b>	<p><u>Summary:</u> The <i>Science and Innovation Strategic Action Plan 2009-2013</i> has been distributed to Research Branch employees for feedback.</p>	<b>ADM Research</b>

Audit and Evaluation Branch will conduct a review of the Peer Review and the Project Alignment Process.

The condition of the Cereal and Research Lab in Winnipeg remains a concern.

Action:

*Science and Innovation Strategic Action Plan 2009-2013* to be distributed to Unions. Comments are welcomed.

**2d. Business  
Continuity Plan &  
H1N1  
L. Hunter**

Summary:

The lead for the H1N1 virus situation was the Public Health Agency of Canada (PHAC) and the Treasury Board Secretariat (TBS). The Assistant Deputy Minister of Corporate Management Branch (ADM CMB) will be responsible for the department-based emergency management efforts while the ADM of Markets and Industry Services Branch (ADM MISB) will be responsible for external emergency management efforts. Information distributed was designed to be factual; to reduce the likelihood of unwarranted panic; and to ensure that the focus remained on hygiene and health.

**ADM HR**

Actions:

Union representatives to provide feedback to ADM HR. The Occupational Health and Safety Policy Committee will be more actively involved in moving forward.

**2e. Public Service  
Employee Survey  
D. Mitchell**

Action:

Further analysis to be done to develop a viable action plan.

**ED, Rural &  
Co-  
operatives  
Secretariats  
All**

**3a. Bargaining Agent  
work being done by  
people outside the  
bargaining unit  
B. Kingston &  
D. Forsythe**

Summary:

Unions had been informed by their members that, when funding cannot be obtained to staff some positions, the work is being done by any means possible, including filling the position(s) with workers from other bargaining units or from the outside such as volunteers or visiting scientists.

Union questions on this concern were responded to by ADMs of Research Branch and Corporate

Management Branch as well as the DM. It was clarified that work done by volunteers such as the donor tree program, taking care of ornamental flower beds, and or setting up for weddings was work that the Department would otherwise not do, and has not done for quite some time. It was explained that visiting scientists and postdoctoral fellows do not replace technicians; they work in AAFC laboratories to enhance their training. They undertake their own research and publish their findings. They learn from AAFC scientists and teach staff new leading-edge techniques.

**3b. Other Business  
D. Forsythe**

Summary:

**ADM HR**

Unions reported that they had been informed at a local UMC that there will be no more reclassification of incumbents if, after a classification review, a position is found to be at a higher level. Instead AAFC will ask these employees to compete to be appointed to the reclassified position.

Action:

Union to provide more specific information on this matter. AAFC response will be provided to a future HRUCC once clarification is received.

**Next meetings**

NUMCC will meet again as follows:

**ADM HR**

- September 15, 2009 (now changed to September 14)
- December 18, 2009
- March 18, 2010