

**National Union-Management Consultation (NUMC) Meeting
November 10, 2008
Minutes**

Present:

Yaprak Baltacıoğlu- Deputy Minister	Bob Kingston - Ag. Union Pres.(PSAC)
B. Wackid – A/ADM HR	Debbie Forsythe– Ag. Union VP (PSAC)
G. Meredith – ADM FFP	Linnell Edwards - PIPSC- Agriculture
A. Marsland – ADM Strategic Policy	David Gray- PIPSC
P. Corriveau – ADM CMB	Maurice Korol – CAPE
M. Fortin – ADM Research	Vicky Ringuette – ACFO
J. Merchant – ADM PFRA&E	R. Moritz – CIO Information Systems
J. Redmond – ADM Communications	L. Ruzzier – DG Audit & Evaluation
K. Mountjoy – ADM MISB	R. Burton – DG Performance Excellence
H. Smith – General Counsel	D. Swol – DG Integrated Services
M. Galliot – Director LR	

Regrets:

Melanie Chenier – PIPSC	Milt Isaacs – AFCO
D. Mitchell – Exec. Dir. Rural & Co-op	John Leduc – AFCO
Jose Aggrey – CAPE	Aleisha Stevens – CAPE
Salma Jaroudi – CAPE	Ed Fletcher – IBEW

Discussion Item

Action

1. Opening remarks- Y. Baltacıoğlu

The Deputy Minister welcomed members stressing the importance of staying connected as AAFC-AAC implements the Growing Forward mandate.

2. Growing Forward – A. Marsland.

ADM Strategic Policy noted that APF had expired March 31, 2008 and that the provincial/federal governments have signed a new multi-lateral agreement. This Growing Forward strategy focuses on a competitive and innovative agricultural sector, that contributes to society's priorities, while being proactive in managing sector risks. Increased flexibility will better accommodate regional circumstances to respond to the needs and priorities of the sector and of citizens. Currently, December 31, 2008 is the target date to complete the negotiations for bilateral agreements. Implementation of negotiated agreements will commence April 1, 2009.

Union representatives asked for more definition regarding the future organization so that members could better prepare for any potential career shifts that may result. The Deputy indicated that once the approvals are received, information will be provided to all employees. She further suggested that there may be a need to meet more frequently between now and April 1, 2009 in order to ensure that the unions are well informed.

**NUMC:
Dec.11**

Union representatives questioned what areas the provinces would be expanding into. ADM Research indicated that the bi-lateral negotiations are in progress so the extent of provincial engagement is unknown at this time. There will be a need for further analysis once agreements are finalized.

M.Fortin

In terms of federal programming, there will be a need to ensure that a regulatory program is in place to reduce risk to public expenditures.

2. Matching People to Priorities – B. Wackid.

HR's focus is on preparing employees for any transition that will occur as a result of the evolving work at AAFC-AAC. A/ADM HR indicated that the integration of Business plans and HR plans helps the organization to anticipate staffing needs and to offer opportunities to internal staff. Many competency based management tools are available to assist managers and employees to manage work transition – E-Performance, competency based staffing and learning plans. The Staffing Realignment Board will take on a more strategic role to ensure current staff has been provided opportunities. In principle, AAFC-AAC employees come first; management will be transparent about where work is increasing and where it is decreasing; staffing decisions will be made fairly and openly. As work changes and evolves, organizational priority updates will be a standing agenda item at HRUC.

B. Wackid

The Deputy reiterated that change can be threatening or exciting, hence it is incumbent upon us to communicate openly and often to employees. Union representatives indicated a need for employees to have information in writing. The Deputy agreed that information would be on the intranet to ensure a common understanding of priorities. All parties concurred with the need for frequent formal communications with employees.

J. Redmond

3. Saskatchewan Delivery Agri-stability – G.Meredith

The Saskatchewan announcement was discussed, noting that a similar approach is likely from BC. ADM FFP recognized the uncertainty that this has caused and emphasized that maximizing employment opportunities for AAFC-AAC staff would remain one of the key priorities. Although FIPD is a shared responsibility with the provinces, there must be further analysis of the business case before any implementation plans are developed. The DG FIPD has met with regional union representatives in recognition of the need for open communication with all staff.

Union representatives questioned the number of AAFC-AAC positions that would be affected by the Saskatchewan announcement of 140 positions. The ADM indicated that until the business case is analysed, we are unable to verify the positions implicated. Union representatives questioned whether federal employees would be offered jobs with the province. The ADM indicated that there is no agreement negotiated to date, but that employee transfer agreements/alternate service agreements will be developed.

All

The Deputy encouraged all parties to provide to the **ADM HR** any sample agreements they had, to help ensure that we are negotiating the best possible options for our employees.

4. Integrated Employee Service Centre NCR – D. Swol

The objective is to develop a centre to welcome employees joining the department in the NCR. This is a joint initiative between HR, IST and CMB. It will be designed to be employee centered providing information on both the Department and the sector in addition to the administrative processing. Phase 2 will include the processing of departure to ensure that AAFC-AAC has exercised its due diligence.

5. General

Union representatives noted the importance of having communication tools in place, particularly the Top 10 Communications. The Deputy stated that this is part of management's desire to create a climate of engagement and improved communications.

6. Next Meeting – December 11, 2008