

RECORD OF MEETING (ROM)  
National Union Management Consultation Committee  
(NUMCC)  
1400 Merivale Road (T3-1-351)  
April 14, 2015 – 1:00 p.m. – 5:00 p.m.

1. Welcome and Opening Remarks

❖ Chair: Carolina Giliberti, Executive Vice-President, CFIA

- The Chair welcomed the participants from the Public Service Alliance of Canada (PSAC), the Professional Institute of the Public Service of Canada (PIPSC) and the staff from the Canadian Food Inspection Agency.
- Participants were asked to keep their tone professional and should communicate in a straightforward and cooperative manner.
- The agenda was reviewed and the Shelter in Place item was moved up to discussion item #4 as opposed to #8.
- Mr. Kingston requested *Duty to Accommodate* be added to the forward agenda. It was agreed this could be discussed at roundtable, should time allow.

2. Agency Transformation

○ Item requested by: PIPSC

❖ Presenter(s): Barbara Jordan, Associate Vice-President, Policy and Programs Branch, CFIA and Nicole Bouchard-Steeves, Area Director General, Operations Branch, CFIA

Purpose:

- To provide the unions with an update on Agency Transformation.

Key Points of Discussion:

- Ms. Bouchard-Steeves provided an update on the Operations Branch activities regarding Agency Transformation. She explained the standardized approach of the single service window will focus on core business. The standardized approach will inform, engage and build support with stakeholders. The planned outcome is to remove administrative duties from inspectors, allowing them to focus on inspection.
- The Executive Vice-President and branch heads are committed to reviewing CFIA plans and priorities to ensure successful implementation of the Inspection Model.
- Ms. Jordan provided an update on the roll out of the Safe Food Canada regulations noting significant stakeholder support with the possibility that the CFIA may do more targeted consultation with small and micro businesses in the coming months. It was noted that training would run in parallel with the regulations. Training is set to begin six months before the regulations are enforced.
- Ms. Giliberti outlined the current status of the Electronic Service Delivery Platform, stating the tool is on track and will work at sequencing and recalibrating dependent pieces to ensure the tool will be successful.
- A fulsome discussion was held regarding the Centres of Administration (COA). Dr. Johansson raised concerns that inspectors are spending more time assisting clients in understanding the process and paperwork detailed in the new procedures, and they feel the COA are not helpful at this time. Ms. Jordan

suggested the inspectors need to encourage the clients to contact the COA with their questions. The union noted that front line inspection staff continue to assist these regulated parties since they have an ongoing working relationship with them, and want to prevent harassment by these regulated parties.

Action Item(s):

- Ms. Bouchard-Steeves committed to providing the members with a document that sets out the sequence of events.

**3. Modernized Slaughter Inspection Program**

○ Item Requested By: CFIA

❖ Presenter: Jagvinder Dhanda, Director, Meat Hygiene Division, CFIA

Purpose:

- To inform the unions of the CFIA's multi-year project and explain drivers.

Key Points of Discussion:

- The presenter provided background information to the participants on the modernization drivers of the Slaughter Inspection Program, indicating the previous program is resource and labour intensive and the current inspection standards must be re-adjusted to better target today's invisible food safety hazards.
- It was noted that this material is being shared as a 'preview' as the initiative is currently at very preliminary stages and will return to the table to provide updates as this initiative evolves.
- It was noted that engagement with partners, domestic stakeholders and international partners is critical to the success of the program and that timelines in the deck may shift as the Agency moves forward.
- Information received through consultation will be considered before changes are made to ensure scientific support.
- Mr. Kingston also noted that risk-based inspections have been taking place for years and are not a new tool.
- PIPSC raised concerns regarding the collection of data regarding Tuberculosis freedom in Canadian swine, as lab submissions might decrease with this initiative.
- PIPSC also recommended that some terms such as a "risk" be better defined, as CFIA discusses risk in terms of size of a business whereas scientific risk has nothing to do with the size of a business.

Action Item(s):

- The Secretariat will add this item to the NUMCC Forward Agenda and work with the issue proponent to schedule it at an appropriate time.

#### 4. Shelter in Place

○ Item Requested By: PIPSC

❖ Presenter: Nancy Fahey, Executive Director, Assets and Security Management Directorate, CFIA

##### Purpose:

- To update the members on lessons learned from the recent events.

##### Key Points of Discussion:

- Dr. Allain opened the discussion by indicating that during the recent security incident and attacks on Parliament Hill, the “shelter in place” instituted was not widely understood. Dr. Allain noted that there is a gap in the policy for Occupational Safety and Health (OSH) and UMCC.
- The union asked that managers and employees be properly instructed on their roles and expectations, including enforcement, reprimanding and emergency spending authority. PIPSC stated that a Shelter in Place policy is needed for each individual work site, not just a national policy.
- Ms. Fahey informed the table that the Corporate Management Branch has been deferring to Treasury Board as the Board is taking a holistic approach and developing guidelines for emergencies situations for the whole of Government.
- The Agency will adopt the Policy prepared by the Board and use it as the foundational piece to build on following a gap analysis – an implementation plan will follow.
- The issue proponent will provide an update at the May 7 NOSH on the Board’s preliminary analysis and a further update at the fall NUMCC meeting.

##### Action Item(s):

- Secretariat will add CFIA Shelter in Place Policy to NUMCC agenda in October 2015.

#### 5. Optional Cavity Detection and Maximum Line Speed in Poultry Slaughter

○ Item Requested by: CFIA

❖ Presenter: Jagvinder Dhanda, Director, Meat Hygiene Division, CFIA

##### Purpose:

1. To discuss optional cavity detection in Modernized Poultry Inspection Program (MPIP) poultry slaughter and the USDA FSIS Acts.
2. To discuss the maximum line speed in MPIP plants as a result of implementation of NPIS in the U.S.

##### Key Points of Discussion:

##### **Optional Cavity Defect Detection (OCDD):**

- Dr. Coupal expressed concerns that the CFIA may have implemented changes to the MOP without consulting or understanding the Acts and Regulations of the USDA FSIS, resulting in closed borders and reaction from Industry.
- Mr. Dhanda explained that before consideration will be given to implementing OCDD, a pilot study will be undertaken to assess the feasibility of the alternate approach. Once the data is collected and assessed, the Agency will engage USDA-FSIS to discuss export equivalency requirements.

### **Maximum Line Speed in Poultry Slaughter:**

- Dr. Coupal noted that the Modernized Poultry Inspection Program (MPIP) line speed is too fast for inspectors to do quality work. Dr. Coupal suggested more viscera detectors are needed.
- Ms. Jordan explained that MPIP is different than what the U.S. uses, but will take into consideration the U.S. information on line speed and review it when creating the policy.
- Both the union and the CFIA agreed that ergonomic and scientific assessments of the line speed process will be needed to ensure the tools and the process is effective.

### Action Items(s):

- CFIA is considering conducting an ergonomic study, similar to FSIS, to find out how many defects are actually seen by inspectors at the Export Station for line speeds greater than 142 cpm.

### **6. Public Service Employee Survey (PSES)**

○ Item Requested By: PIPSC

❖ Presenter: Nicola Sullivan, A/Director Human Resources Services Directorate, CFIA

### Purpose:

- To provide information to the unions on the results of the PSES 2014 Survey.

### Key Points of Discussion:

- Ms. Sullivan provided an overview of the PSES results, noting that the CFIA had the highest completion rate of all large government departments and, fundamentally, there were a lot of improvements.
- It was noted that the Agency-level results were received in February, and branch-specific in April.
- The analysis will be completed over the summer period with a CFIA draft action plan expected to be brought through the governance process in the fall of 2015. The Agency-level action plan is expected to focus on two or three concrete, tangible key elements while the branch-level action plans will focus specifically on areas requiring improvement respective to each individual branch.
- Management committed to consult with the unions at all levels where necessary, even at local UMCCs. PIPSC highlighted one worksite in particular in Science Branch that had dismal results; consultation with the unions at this worksite should be a priority.
- Mr. Bashah indicated the unions would like to analyse the PSES Survey and provide their own opinions to the CFIA.
- Members agreed that a one-day session would be beneficial to discuss moving ahead and developing a plan.
- The unions were asked to review the presentation and let Mr. Etienne know if more specific information was required.

### Action Item(s):

- Schedule a one day meeting between CFIA and Unions on PSES. Unions are to provide Ms. Sullivan a list of names to invite to the meeting.
- Provide the 2014 Public Service Employee Survey results to the area UMCC.

## 7. Safe Food Canada – The Learning Partnership (SFC-TLP)

- Item Requested by: CFIA
- ❖ Presenter: Mary Brodhead, Human Resources Branch, CFIA

### Purpose:

- To provide the unions with an update on the Safe Food Canada – The Learning Partnership.

### Key Points of Discussion:

- Dr. Brodhead provided a detailed briefing on the establishment of the Safe Food Canada – its mission, how they will get there and who they are collaborating with. She also outlined the Partnership's current agenda.
- It was noted that this innovative initiative is an integral part of the Agency's transformation, it ties to the PSES regarding training and building partnerships to reduce costs and it is a shift in thinking.
- As SFC hopes to be self-sustaining in the next four years, members of NUMCC were encouraged to contribute to the business plan.
- Mr. Kingston asked, and the table agreed, that consideration be given to the employee's level of experience when attending training sessions with regulated parties.

### Action Item(s):

- Nil

## 8. Communication within CFIA

- Item Requested By: PIPSC
- ❖ Presenter: Gérard Étienne, Vice-President, Human Resources Branch, CFIA

### Purpose:

- To discuss improvements to communication within the CFIA regarding high visibility inspection activities.

### Key Points of Discussion:

- This item was discussed at the OPS-UMCC.
- PIPSC recommended that all branches adopt similar policies regarding sharing high visibility information and "Daily Issues" type communications.

### Action Item(s):

- Management to look at this for all branches.

## 9. Role of Union Representatives in the CFIA

- Item Requested By: PIPSC
- ❖ Presenter(s): All

### Purpose:

- Discuss possible initiatives to improve perception of being a union representative in the CFIA.

### Key Points of Discussion:

- The union representatives expressed concern that employees are given the distinct impression that any involvement with the union is career-limiting and they are discriminated against. There are issues for members performing Occupational Health and Safety Work as well.
- Mr. Étienne asked that when these types of issues are brought to the union's attention, to bring them forward to his attention so that he can look it to it and determine how best to deal with the situation. If there are systemic issues, they need to be addressed.
- Suggestions were made to help encourage both members and managers to identify and appreciate the important work of union representatives. PIPSC suggested that management distribute a union recognition letter that has been used by other departments.
- Mr. Étienne indicated the HR Branch was currently looking at realigning training and educating managers and supervisor on the importance of an employee's participation in the union issue would be included.
- Mr. Étienne committed to reaching out to the management community, to sensitize colleagues and explain the integral part the union representatives play to the Agency.
- The Executive Vice-President committed to promoting positive relations between the unions and the CFIA during an upcoming tour of the area offices and will also pass on this message to the President.

Action Item(s):

- Mr. Kingston to provide Ms. Giliberti with names of union representatives to meet with when doing an outreach event.
- PIPSC to provide Mr. Étienne with template for union recognition letters

**10. Minutes and Action Items from March and October 2014 NUMCC meetings**

- Item Requested By: PIPSC
- ❖ Presenter: Gérard Étienne, Vice-President, Human Resources Branch, CFIA

Purpose:

- To review and approve meeting minutes and discuss action items.

Key Points of Discussion:

- It was agreed to discuss this item by phone.

Action Item(s):


- Secretariat to schedule a conference call between the unions and Mr. Étienne.

**11. Closing Remarks / Next Meeting**

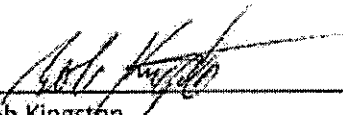
- ❖ Chair: Carolina Giliberti, Executive Vice-President, CFIA

- The dates of the next NUMCC meetings are scheduled for October 6, 2015, and April 12, 2016.
- The Chair committed to circulating a draft agenda and holding a pre-brief in advance of the meetings.


CFIA Attendees:	G�rard �tienne Carolina Giliberti Chantal Seeton Brenda Dagenais Nicole Bouchard-Steeves Colleen Barnes Shalene Curtis-Micallef	Barbara Jordan Genevi�ve Desjardins Primal Silva Laurel Herwig Daniel Paquette Susan Shaw
PSAC Attendees:	Bob Kingston Fabian Murphy Rick Cromier	Barb Kristjansson
PIPSC Attendees:	Dr. Lina Johannson Hussien Bashah Sylvie D'Alcanara Jean-Fran�ois Pr�gent	Dr. Umadatt Singh Dr. Val�rie Coupal Dr. Ann Allain Heath Klippert
Presenters:	Mary Brodhead Nancy Fahey	Jagvinder Dhanda Nicola Sullivan
Observers:	Katie Oppen, PIPSC	
Secretariat:	Jessica LaRocque	Laurie Platana
Regrets:	Milton Dyck	

  
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Ms. Carolina Gilberti  
Executive Vice-President  
Canadian Food Inspection Agency

JUL 23 2015  
JUL 23 2015  
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Date

  
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Mr. Bob Kingston  
National President, Agriculture Union  
Public Service Alliance of Canada

July 7, 2015  
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Date

  
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Dr. Lina Johannson  
President, National Consultation Team  
Profession Institute of the Public Service of Canada

July 9/15  
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Date