



**Minutes  
National Union-Management Consultation Committee Meeting  
Joint PIPSC / PSAC**

March 25, 2014  
Room T2-3-313, 1400 Merivale Road,  
1:00 p.m. to 5:00 p.m.

**Present:**

**CFIA**

Dr. B.A. (Bruce) Archibald  
Ms. Mary Komarynsky  
Ms. Catherine Airth  
Ms. Colleen Barnes  
Ms. Karen Kennedy  
Mr. Stephen Baker  
Dr. Moxit Baxi  
Ms. Shalene Curtis-Micallef  
Ms. Geneviève Desjardins  
Mr. Gérard Étienne  
Ms. Cynthia Richardson  
Mr. Michel Lessard  
Mr. Paul Mayers  
Mr. Daniel Paquette  
Ms. Susan Shaw  
Ms. Alexandra Sutton  
Ms. Wendy Fairs  
Ms. Tammy Jeffery  
Ms. Traci Mathias  
Ms. Nancy Dobbelsteyn  
Mr. Trevor Janzen  
Mr. Bashir Maji

**PSAC**

Mr. Bob Kingston  
Mr. Fabian Murphy  
Mr. Rick Cormier

**PIPSC**

Dr. Lina Johannson  
Mr. Hussien Bashah  
Ms. Sylvie D'Alcantara  
Dr. Ravi Rai  
Dr. Umadatt Singh  
Dr. Ayman Soryal

**1. Opening Remarks**

Dr. Archibald welcomed everyone and stated that Union-Management dialogue is imperative to advancing the transformation agenda at the CFIA. He expressed his appreciation of all the dedicated professionals he has met that are extremely passionate and proud of the Agency and the work they do. Dr. Archibald stated that good candid Union-Management dialogue at the appropriate level is important. His vision of the National Union Management Consultation Committee is to discuss the strategic direction of CFIA including transformation. He said while he is prepared to discuss chronic issues that cannot be dealt with at other tables, he does not see that as the primary purpose of the meeting, but one of a number of issues to be dealt with.

Dr. Archibald further stated that he was pleased that tentative Collective Agreements were reached with both Unions, and while he knows the next round of bargaining will be challenging, he looks forward to starting as soon as possible and hopes that an agreement could be reached

before the expiry of the Collective Agreement. He believes there is a benefit in discussing the advantages and disadvantages of being in sync with the Core Public Service.

## **2. Dual Ministerial Reporting**

PIPSC voiced concerns raised by its members regarding reporting of issues that may be applicable to both the Minister of Health and the Minister of Agriculture. Dr. Archibald responded that the idea was to keep it as simple as possible; the Minister of Health has overarching responsibility for the Agency and the budget, and the Minister of Agriculture is responsible for all Acts dealt with by the CFIA. While it has not been as clear as intended, there is congeniality between both Ministers' Offices and the reporting structure seems to be working. If there is any doubt regarding responsibility, CFIA will brief both Ministers.

## **3. Inspection Modernization / Agency Transformation**

Ms. Airth provided an update on how Agency Transformation is strengthening the Agency's legislative foundation, regulatory programs and inspection delivery. She advised that the Agency's regulatory framework is on target and that presentations have been made to staff as part of internal staff engagement. If the Unions are interested in having Webinars on any aspects, they should contact Ms. Airth.

The functions were grouped into four models: Risk Assessment, Program Management and Field Operations, Licensing, Exports and Imports, Control, Enforcement, and Redress of Complaints and Appeals. The fourth group includes the foundational elements of Systems Performance, Human Resources and Information Management and Information Technology.

An update on the status of the Food Program Framework was presented. Ms. Barnes indicated that the draft is almost ready to be shared and that the vision is to see it implemented two years from now. She advised that the timeframes are very aggressive to review the Regulations and that the *Safe Food for Canadians Act* cannot be brought into force until all the Regulations are ready.

A discussion was held about how specific functions will be performed under the new model; Dr. Archibald proposed to hold further information sessions so that staff understand the changes around the work they do. He also requested feedback on the use of the webinars to share information with employees.

**Action: If the Unions are interested in having webinars on any aspects, they should contact Ms. Airth.**

**Feedback was requested on the use of the webinars to share information with employees.**

## **4. Agency Transformation Engagement Proposal**

Mr. Souigny proposed that a calendar of engagement activities be created to share information with the Unions, leverage the opportunity to build relations, seek Union feedback on how to share information with employees, and work towards a culture change at the Agency. Both Bargaining Agents were receptive to the proposal. A discussion ensued about the importance of communicating that there will be no additional cuts to positions as transformation unfolds;

however, the work that employees perform will, in many cases, be changing. Mr. Kingston expressed concern about the DRAP cuts to corporate and administrative positions which have already taken place, and increased work for front line employees.

**Action: Mr. Souigny will create and share a calendar of engagement activities.**

## **5. Control / Eradication of Animal Diseases**

PIPSC requested information regarding the changes that will occur and the implementation plan for these changes, particularly in reference to Rabies and Chronic Wasting Disease (CWD). Mr. Mayers stated that, as of April 1, 2014, each province is responsible for collection of samples for rabies testing and each may have their own approach. CFIA has developed and provided training modules, and has offered assistance in delivering the training to ensure the provinces are comfortable with this new role.

Mr. Mayers advised regarding CWD that following Budget 2012, Minister Ritz established a task force to identify options. This work is now completed and the Minister will be selecting an option to be implemented. While the changes will not be in place for April 1, 2014, they are expected fairly soon.

In response to a discussion related to savings versus the ongoing costs associated with the program changes, Mr. Mayers said that in all programs the savings are greater than ongoing costs.

## **6. Reclassification & Job Descriptions: Imports/Exports Division**

PIPSC requested information relating to a Policy and Programs Branch announcement that there will be reclassifications in the Branch as a result of the reorganization. Mr. Étienne advised that this topic touches on both Programs and HR Branches and suggested that Mr. Mayers focus on the reorganization and that another forum be found to discuss the job descriptions.

Mr. Mayers explained that reorganization was required to increase horizontal expression as the *Safe Food for Canadians Act* will focus more on outcomes and risk management. He recognized the need for communication and a continuous dialogue related to changes to roles and responsibilities as a transition is made to a Single Food Program. He said this is a learning opportunity for employees and there will be training available. He indicated in the restructuring there will still be a need for some commodity specialization.

**Action: Human Resources to find another forum to discuss the issue of work descriptions as it relates to the changes in PPB.**

## **7. Internal and External audits of CFIA and External Audits of Trading Partners Performed by CFIA**

PIPSC requested information regarding both internal and external audits of CFIA as well as external audits of trading partners performed by the CFIA, as Canada's trading partners customarily publish reports of their audits of foreign countries.

Mr. Mayers explained that external audits conducted on the CFIA are seen as an opportunity for improvements and any deficiencies that are identified are responded to immediately. He advised that posting of the audit is dependent on the country and that although the report is posted long after the audit was performed, some of what was observed is reflected in program changes immediately following a review of the draft audit report. Mr. Mayers stated that he would share the audit plan for external audits for the upcoming year.

Ms. Cynthia Richardson explained that all final internal audit and evaluations are posted both internally and externally. As it takes several months for the reports to be finalized and posted, an involved party could contact a member of the Audit/Evaluation team to request a copy once the report is approved.

On Merlin, the link to the reports is found on the Audit and Evaluation Branch main page under Reports and Publications.

On the external site, please use the following link:

<http://www.inspection.gc.ca/about-the-cfia/accountability/other-activities/audits-reviews-and-evaluations/eng/1299843498252/1299843588592>

**Action: Mr. Mayers to share audit plan for external audits for the upcoming year.**

## **8. Email Platform Changes**

PIPSC requested information on the implementation plan to change email platforms. Mr. Lessard advised that the original target date was set for June 2014, and that CFIA began work to transition to the new Outlook email system; however, the target date has been delayed by 12 weeks. Mr. Lessard explained that July/August is not an optimal time to implement the change; therefore, the transition from Groupwise to Outlook will likely be scheduled for September 2014. Mr. Lessard also explained that email is not to be used for storing information, and that employees should be encouraged to continue to delete transitory records while business records must be saved in RDIMS.

## **9. Porcine Epidemic Diarrhea (PED)**

PIPSC recommended that an analysis of efforts to prevent incursion and contain the spread of other animal diseases be undertaken in order to mitigate the potential risk of Foreign Animal Diseases being introduced into Canada. Mr. Mayers agreed and advised that best practices have begun to be incorporated.

**Action: Mr. Mayers to discuss this with the CVO.**

## **10. Scheduling of the Next NUMCC Meeting**

A place holder meeting requests have been sent for Tuesday, October 7, 2014 and Tuesday, April 14, 2015 for the next National Union-Management Consultation Committee Meetings.

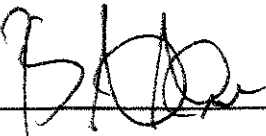
**11. Round Table**

**Action:** As a result of a discussion with Mr. Kingston around Centres of Expertise (COEs), Mr. Baker will send Mr. Kingston a list of the seven primary functions related to the work of the COEs.

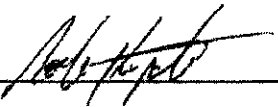
**Action:** As a result of a discussion with Ms. D'Alcantara related to an issue with Inspectors in Québec returning to their substantive positions on April 1, 2014, and not being backfilled, Mr. Baker will follow up with Dr. Robert Charlebois.

**Closing Remarks**


Dr. Archibald indicated that this was a very productive meeting with a wide range of items discussed. He advised that there is an aggressive agenda in terms of Agency Transformation and that there is a need for engagement with both the Unions and employees. He also noted the importance that must be placed on training as employees take on new functions. He thanked everyone for coming to the meeting and he is looking forward to continuing to discuss important Agency issues.

  
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Dr. B.A. (Bruce) Archibald  
President, Human Resources Branch  
Canadian Food Inspection Agency

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JUN 12 2015  
Date

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

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MAY 19 2015  
Date

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

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MAY 15/2015  
Date

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Revised by MDeinelle  
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