

**Agriculture and Agri-Food Canada (AAFC)**  
**National Union-Management Consultation Committee (NUMCC)**  
**March 24, 2010**  
**Minutes**

**Present:**

John Knuble	Deputy Minister
Andrea Lyon	Associate Deputy Minister
Pierre Corriveau	ADM Corporate Management Branch
Gilles Saindon	on behalf of M. Fortin ADM Research Branch
Catherine MacQuarrie	ADM Human Resources Branch
Greg Meredith	ADM Strategic Policy Branch
Jamshed Merchant	ADM Agri-Environment Services Branch
Rita Moritz	A/ADM Farm Financial Programs Branch
Jeff Lamirande	on behalf of A. Howieson A/CIO Information Systems Branch
Jodi Redmond	ADM Communication and Consultations Branch
Louise Sénéchal	General Counsel and Executive Director, Legal Services
Frederic Seppey	on behalf of S. Tierney, ADM Market and Industry Services Branch
Lisa Imbesi	A/Director General, Workplace Relations, HRB
Ceci O'Flaherty	Director Labour Relations, Workplace Relations, HRB
Consuelo Francolini	A/DG Planning Policy and Workplace Programs, HRB
Céline Tremblay	Principal Consultant, Labour Relations, 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
Sylvie Rochon	Services Officer

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

Mélanie Chenier	Labour Relations Officer
Linnell Edwards	President, AAFC National Consultation Team
Catherine Keir	Vice President, AAFC National Consultation Team

**Canadian Association of Professional Employees (CAPE)**

Karen Brook	Labour Relations Officer
Salma Jaroudi	President, AAFC – NCR (Local 507)
Stan Spak	President Manitoba (Local 601)

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

John Leduc	Vice President
Vicky Ringuette	Labour Relations Advisor and General Counsel

**Regrets:**

Donna Mitchell  
Graham Barr  
Fabian Murphy  
Ed Fletcher

Executive Director Rural & Co-operative Secretariats  
Acting Chief Audit and Evaluation Executive  
Fourth National Executive Vice-President (Agriculture Union-PSAC)  
Assistant Business Manager (International Brotherhood of  
Electrical Workers)

**Agenda Item**

**Summary and Action**

**Accountability**

**1. Opening remarks  
J. Knublely**

**Summary:**

Speech from the Throne on March 3, focused on Canada's economic recovery and delivering the second year of Canada's Economic Action Plan, and the steps Canada will take to restrain the growth of direct program spending in order to return to fiscal balance. It outlined how the government will take steps to support a competitive livestock industry and pursue market access for agricultural products.

**ADM HR**

Budget 2010 followed the Speech from the Throne with a number of initiatives directly impacting the Agriculture Sector, such as three measures worth \$75M in funding for initiatives to support the competitiveness of Canada's livestock sector.

The Budget also announced that, in 2010-11, departmental operating budgets will be frozen; however, the planned 1.5% wage increase as well as pensions and benefits are not affected by this freeze.

Pierre Corriveau, ADM Corporate Management Branch, and Catherine MacQuarrie, ADM Human Resources, were asked to add to information. Pierre Corriveau advised that current measures are manageable; departments have not yet received direction from Treasury Board regarding implementation of budget measures for the upcoming years. Catherine MacQuarrie advised that from an HR perspective, there will be no staff reductions for this year.

**Information:**

Changes in Senior Management team:

- Greg Meredith has replaced Andrew Marsland as ADM of the Strategic Policy Branch;
- Rita Moritz is now the acting ADM for the Farm Financial Programs Branch;
- Peter Bruce will be replacing Rita as acting

Chief Information Officer for the Information Systems Branch; and

- Graham Barr has replaced Laura Ruzzier, as Acting Chief Audit and Evaluation Executive.

Action:

When further information is received from Treasury Board regarding impact of budget caps on future years, unions are to be informed. Communications on this issue will be monitored and sent to the unions. If necessary, an ad hoc meeting may be scheduled.

**2. Approval of Minutes  
J. Knubley**

Action items from previous minutes:

Item 4(a) AAFC Inventions and Innovations Awards Policy needs to be sent to the Unions.

**ADM HR**

Title for Stan Spak, CAPE needs to be updated.

Information:

Minutes were approved.

**3a. FIPD and Provincial  
Delivery of  
AgriStability  
R. Moritz**

Summary:

Minister Ritz signed agreements with BC and SK to transfer delivery of AgriStability programs to those provinces. Effective January 1, 2010 both provinces began administering the program. Regina office will close as of June 30, 2010. Term employees were advised their employment would not extend beyond March 31, 2010. Surplus employees have been entered into the Priority Information Management System at the Public Service Commission. Maximizing continued employment opportunities for AAFC employees continues to be a key priority for the department. Provinces continue to express interest in hiring AAC employees. The collaborative union management relationship has been instrumental in providing the necessary support to employees.

Action:

Continue to collaborate with the members of the Workforce Adjustment Committee.

Will keep staff informed of developments through regular updates.

**ADM FFPB**

Monitor PSC referrals and adapt training/coaching of surplus staff as necessary.  
FIPD update will be on next NUMCC agenda.

**3b. Agri-Environment  
Services Branch  
J. Merchant**

Summary:

The Agri-Environment Services Branch (AESB) became a branch a year ago. Looking back, significant changes and progress have been made in the past year.

High level organizational structure has been developed and approved by AAFC senior management. Branch is working on developing the detailed structure and continues to communicate with employees and unions involved.

Most AESB-related issues are dealt with through the AESB Branch Union Management Consultation Committee, which has been meeting on a quarterly basis.

Action:

Continue to provide regular updates at NUMCC meetings.

Will have information sessions with employees and unions, as needed.

**ADM AESB**

**4a. Union-Management  
Consultation  
Framework  
C. MacQuarrie &  
L. Imbesi**

Summary:

At the November 2009 meeting NUMCC members agreed to review the current Union-Management Consultation Framework (UMC) to reflect the current needs of the unions and the department.

HRUCC reviewed the framework and determined that although many elements were working well, some areas needed improvement.

New Framework presented which includes:

- guiding principles which reinforce collaborative approach;
- structure of national, branch, regional and local committees with flexibility built in to ensure committees are meeting both union and management needs;

- commitment to resolve issues at the lowest possible level; and
- a specific set of mandatory criteria for Terms of Reference that will be jointly established by each committee.

Action:

**ADM HR**

UMC Framework – Local Union Management Consultation Committee section will be revised at request of Bob Kingston, Agriculture Union-PSAC.

UMC Framework signed off by all stakeholders in the room. The Framework will be sent to IBEW for signature.

Once all signatures are obtained, the revised UMC Framework will be distributed to all NUMCC members.

A message from the Deputy Minister and the Associate Deputy Minister will be sent to all managers to ensure that they are made aware of the revised Framework and their responsibilities regarding union-management consultation.

**4b. Growing Forward -  
Cluster Programs  
B. Kingston**

Summary:

Agriculture Union requested more information regarding the new Cluster Programs in Research Branch as it appears that AAFC is funding industry partners to take over the role of former AAFC employees. Concern with what appears to be giving money to private industry instead of doing the research ourselves at AAFC.

Gilles Saindon, Director General, Science Centres Directorate, responded that innovation is essential for the sector. The intent is to partner with industry on projects in order to leverage skills and increase capacity in both AAFC and private sector.

The Developing Innovative Agri-Products (DIAP) and the Clusters initiative are designed to build capacity, increase industry investment and accelerate uptake of new technology. Some projects will take place in AAFC facilities and others will take place in partners'

facilities; determination is on a case-by-case basis.

Action:

**ADM RESB**

Communicate with staff as to where the cluster would be located and who would be working on it, i.e. how many and which employees, roles and responsibilities.

If unions become aware of specific situations that need to be addressed, i.e. replacing individuals in circumstances of attrition, the union should bring the information forward at the management level so that it can be addressed.

**Other business:  
GL review  
D. Forsythe**

Summary:

Meetings are being scheduled with employees in the GL group, Union needs to be consulted on timing of meetings and be invited to all meetings.

Decision regarding effective date of the GL review is not acceptable to the union with respect to retirees or potential retirees since they may not benefit from the review once it has been completed as they will no longer be employees.

Action:

**ADM HR**

HR to work closely with Agriculture Union on the GL review.

A Steering Committee has been established and will meet regularly.

**Use of casual  
workers  
D. Forsythe**

Summary:

There seems to be a general misunderstanding by managers regarding the efficiencies in using casual workers vs. term employment. This issue still seems to be of concern in certain areas of the country.

ADM HR indicated quarterly reports are being developed for each branch that will provide staffing information by region and will be able to “flag” areas of concern. As well, training is being planned for non-delegated managers since these are often the managers who are being tasked with staffing the vacancies.

Action:  
Provide information on specific cases.

**Agriculture  
Union**

**Next meeting**

Next Meeting date will be confirmed and scheduled.

**ADM HR**