



RECORD OF DECISION (ROD)
National Union-Management Consultation Committee
(NUMCC)
1400 Merivale Road (T3-1-351)
May 30, 2019 – 9:00 a.m. to 3:00 p.m.

1. Welcome and Opening Remarks

❖ **Chair:** Dr. Siddika Mithani, President of the Canadian Food Inspection Agency (CFIA)

- Dr. Siddika Mithani welcomed all participants and expressed her appreciation and thanks for the progress made through the work of her predecessor, Paul Glover and is looking forward to continuing to have open, candid and respectful conversations with Bargaining Agents. Dr. Mithani expressed that her goal is for the Agency to continue to become more nimble, agile and integrated in adapting to change as we deliver our mandate, which covers safeguarding food, plant health, animal health, and continuing to support market access. She indicated that change will be constant, and that we must continue to embrace it and move forward with our direction, which is clearly outlined in our strategic priorities and that we will be focusing on preventive strategies, managing the growth of on-demand services, and directing each Branch to align activities and resources in support of our business lines. Dr. Mithani also advised that in the coming months CFIA will be following the “caretaker convention” protocol, in which government departments and agencies must confine themselves to only necessary business and avoid binding future governments and that CFIA priorities will be part of the transition material we will be developing alongside our partners in the Health portfolio.
- Record of Decision from November 22, 2018 was previously approved by Co-Chairs.

Review of Action Items from the November 2018 NUMCC:

- Chantal Seeton reviewed the status of action items from the previous meeting on November 22, 2018.
- In regard to Term Positions at the CFIA, Fabian Murphy expressed his concern for terms over three years and feels the Agency should adopt the TBS Policy of a three year term rollover. Darlène de Gravina indicated that Human Resources was conducting a review of long-term terms and long-term actings to establish trends and then discussing the results at the Senior Management level on a regular basis. Dr. Ayman Soryal also expressed his concern for members in long-term terms and indicated that they are stressed and unable to make long-term personal or financial plans and would like to see this issue become a priority. Darlène acknowledged that long-term term employment is not ideal, but that CFIA is sometimes in a situation where we need to be cognizant of long-term plans and the sunseting nature of funding, and it would be irresponsible to regularize to indeterminate if we cannot be assured of long-term employment in the face of transformation. Dr. Siddika Mithani suggested that we wait to look at the term data and that we will have an in-depth discussion at the next meeting. Fabian Murphy advises that he strongly believes that there is

space for a formal term roll-over policy and that there is no justification to not secure long-term terms. Brenda Dagenais indicated that these discussions are also happening at the bargaining tables.

- In regard to Modernized Slaughter Inspection Program (MSIP), it was recommended that MSIP will continue to remain on the action items list, as a standing item and will be updated as information becomes available. Milton Dyck indicated that he has a paper that details the differences in interpretation of the findings and that he will circulate within the next few weeks. He expressed that he believes that this is an offload of duties to the private sector and is concerned about the loss of inspection capacity and impact on the line. He cannot argue with the scientific data, but putting employees in difficult positions as they are making assessments could impact the bottom line of their employer.

Action Item(s):

- Next meeting to have an in-depth discussion on long-term terms with data analysis to be provided.

Standing Items

2. Phoenix

❖ **Sponsor:** Darlène de Gravina, Vice-President of Human Resources (CFIA)

❖ **Presenter(s):** Nancy Martel, Executive Director, Human Resources Services (CFIA)

Purpose:

- To provide an update on Phoenix and the Agency's key activities in an effort to prevent new cases and reduce the backlog of open cases.

Key Points of Discussion:

- Nancy Martel expressed her excitement that CFIA is officially entering into the PODS concept effective May 31, 2019, and that this concept has proven to be very successful in other government departments. She indicated that since the last meeting, there is real progress in reducing the number of outstanding transactions from the backlog, and many improvements to the system has helped to reduce the amount of open cases to approximately 13,000. Nancy also indicated that a great deal of work has been done on communications to managers and that as part of the POD concept, the primary focus will be new cases "that will never get old" and that they will be working by PRI, so a holistic employee approach. She advised that other government departments that are using this approach are having great success and that the application of a community effort of POD's that can work together or share support, if needed.
- Dr. Ayman Soryal agreed that the backlog is getting better, but is still concerned about over wash up time; retro pay, overtime and allowances not being paid properly or in a timely manner, there are still situations where processing delays are causing overpayments which impact employees. He indicated that there is still more work to do.
- Nancy indicated that regarding overtime, paperwork needs to be completed in a timely manner

and that managers also need to go into the system to approve the overtime. She acknowledged that this may be difficult in establishments and that CFIA is looking for innovative ways to offer solutions. Regarding retro pay, Nancy expressed that this is entirely within the control of PSPC and that we are in the queue, but no timeline.

- Randy Olynyk expressed concern over the lack of communication to employees when something happens to their pay file. He also indicated that leave without pay processing issues that are not entered at the time of occurrence are affecting benefits, pension, etc. Also, that leave without pay less than 5 days is being entered by the employee, but is not processed until there is potentially a month of leave accumulated, which is reflected as long-term leave without pay. Nancy Martel indicated that she has not heard of this happening, but would be happy to look into it.
- Milton Dyck indicated that PSAC has an unfair labour practice complaint pending regarding retro pay and inquired about the percentage of employees impacted by pay issues and asked as we move into the PODS concept, if CFIA had a plan on tackling problems, priority setting and what will be handled first. Nancy advised that we will be managing priorities by hardship and that resource analysts will be assigned to review cases and determine if there are hard-hit cases, as well as clumping, so that if there is a large grouping of similar or same cases that can be managed as a quick hit, those will be considered for our POD.
- Dr. Siddika Mithani asked the Unions what types of pay issues were of highest priority and as we move into the PODS model that she would like to work jointly to identify areas of priority. She indicated that she would like to hear what they are hearing, so that we could help employees.
- Fred Jamieson indicated that the S&A group is the last in the Public Service to sign their Collective Agreement and that their members would realistically like to have an idea of when to expect their retro pay once the clock has started. Nancy advised that they can request a list from PSPC of members whom have been partially paid or not at all and will continue the bi-weekly meetings with Sylvia Holz to continue to discuss.
- Hussien Bashah indicated that in most cases, members have legacy cases and that there is no communication or notification to the employee and no way for them to follow-up and/or what to expect going forward. He stated that most employees want to know what happened to lead to the case being closed and also inquired on the status of Phoenix training for managers and asked why numbers are still lower than expected, considering it being mandatory training. Hussien also spoke on concerns about employees considering retirement and wanting pension statements.
- Darlène de Gravina advised that we would look into the communications process for cases being closed, and inquire if there is a way that some level of information and/or communication can be provided when cases are closed. Darlène indicated that we have seen improvements in numbers for managers taking Phoenix training, that there has been a lot of communications on this and a "name and shame" campaign, while unpopular, has shown results. She indicated that pension statements are beyond our control, but the Pension Centre is generally held to be quite responsive and if an employee wanted to find out more about their retirement plans, that they should be able to call and find out.
- Milton Dyck indicated that the 20% of managers/supervisors who didn't take the Phoenix training were causing 80% of the issues, which will cause problems for the PODs. The biggest issue is the

implementation of collective agreements and the legacy cases; and one thing that has to be done is to improve trust in the pay system, which is causing employees to refuse acting situations because of the fear of pay issues.

- Fred Jamieson also expressed concerns over annual incremental increases and anniversary dates and indicated that employees felt frustrated because they felt that this was something that shouldn't require a positive action and that should automatically generate in the system and people submit grievances, call to follow up and just jams up the system. Dr. Siddika Mithani indicated that these issues should be identified when the Phoenix Working Group meets bi-weekly to mitigate any dire circumstances and that she and the Executive Vice-President are to be updated.

Action Item(s):

- Issues to continue to be identified through the Phoenix Working Group bi-weekly meetings. Nancy Martel to provide the WG an update on LWOP situation raised and whether or not there is a way that some level of information and/or communication by PSPC can be provided when Phoenix cases are closed.

3. Mental Health

- ❖ **Sponsor:** Darlène de Gravina, Vice-President of Human Resources (CFIA)
- ❖ **Presenter(s):** Jennifer Nasrallah, Manager, Mental Health and Wellness & Dr. Joanne Riendeau, CFIA Mental Health Champion (CFIA)

Purpose:

- To provide an update on the CFIA's Mental Health program.

Key Points of Discussion:

- Chantal Seeton advised that the launch of the Mental Health Strategy during Mental Health Awareness Week (May 6 to 10, 2019) was a huge success and is working with Communications on some messaging.
- Jennifer Nasrallah indicated that the HOPE Peer Support Program has recruited 16 new peer supporters this year for a total of 38 active peer supporters at the Agency. Training was conducted at the end of March 2019, which was very well received. She advised that there is great representation nationwide and approximately 457 peer transactions have taken place, self-reported by the peer reporters, as there is no formal tracking system. She also stated that she has monthly meetings with the Peer Supporters.
- Jennifer indicated that Dr. Joanne Riendeau was appointed as the CFIA Mental Health Champion and introduced her to members. Dr. Joanne Riendeau explained that her goal as Mental Health Champion was to have area champions to promote comfort, openness in the workplace and outreach. She also hopes to make mental health training for supervisors and managers more accessible and would like to collaborate with Executives to reduce stigma.

- Dr. Ayman Soryal expressed his interest in year-by-year statistics on the Peer Support Program.

Action Item(s):

- No Action Items.

4. Agency Workplace Optimization Initiative (AWOI)

❖ **Sponsor:** Dominique Osterrath, Vice-President, Corporate Management Branch (CFIA)

❖ **Presenter(s):** Nancy Fahey, Executive Director, Assets and Security Management Directorate (CFIA)

Purpose:

- To provide an update on the Agency Workplace Optimization Initiative (AWOI) including the project schedule, engagement activities, change management and information on CFIA's journey from development to implementation.

Key Points of Discussion:

- Nancy Fahey indicated that all project documentation, statuses and timelines were posted on GCCollab and that all content had been developed by the team. She advised that this approach was fundamentally different from previous fit-ups and that this was about functional design. Nancy gave a general overview of the project process and indicated that they will be collaborating with the Unions outside of this forum to identify other means of communicating and engaging employees. She spoke about the massive roll-out of mobile devices which helps advance our readiness for AWOI; when PSPC looks at readiness they are focused on change management and IT enablement. CFIA is recognized as a leader in the Public Service and is better prepared than other government departments. Nancy indicated that Information Management has been a concern, and have asked flagships to see what they could address before considering digitization and recognizes that file rooms and space dedicated to paper is space that we pay for, and that could be utilized for lockers, etc. She also mentioned that the telework policy update and tools for managers are really helping us to prepare and that the Toronto office is swinging out in coming weeks and that the feedback of employees is critical to avoid issues like Inspector lockers that were designed without understanding what equipment needed to go in and/or didn't fit. Nancy also spoke about Return on Investment and its importance, and explained that it is not all financial, but also important in the way that employees are able to use space that is designed for their needs. She indicated that PSPC did not receive all their funding for this year, so NCR projects were placed on hold. Security was not initially included in project team, risks are often biggest related to timelines and the length of the process, as this process can easily take 3 years. Technology is a major factor in the success of both the swing out and the final space.
- Dr. Ayman Soryal stated that employees felt less trust in the process and that they were concerned over confidentiality and personal space and more communication at a local level was needed. Fabian Murphy reiterated and said that there will always be anxiety with any change, as people fear the unknown. Dominique Osterrath indicated that this initiative is a fundamental change to

the way we do accommodations and we need to continue this approach and process to encourage people to continue raising issues. Randy Olynyk asked how issues would be addressed post move-in, if the space is already completed. Nancy recommended that with ongoing engagement, there should not be issues identified after move-in that couldn't be changed or addressed. She stated that any needs or limitations should have been identified and any necessary changes integrated into the plan and the site; so by the time a site gets a move-in date, the issues shouldn't be so considerable that they can't be fixed.

- AJ Preece indicated that a 3 year timeline is challenging in the IT world, but as the process continues that we need to take stock and work together with SSC and PSPC and be as agile as possible throughout and that just because something was identified 3 years ago doesn't mean it is the best or still needed at the end of the process.
- Milton Dyck rose that he heard a rumour that there is a certain amount of funding allocated, and that the funding has run out and asked if that will change the processes already underway. Nancy stated that it is not a rumour but a fact that PSPC did not secure all the funding necessary and that one of the issues with the allocated funds was a lack of assessment of readiness and that moving forward, those ready will end up in queue faster. Milton asked if there would be any concrete ramifications and Nancy indicated that there is a new standard for workstations, and this includes ABW. We will learn from our flagships, and implement after a review and understanding of what works.

Action Item(s):

- Nancy Fahey committed to sending the new standard for accommodations to the Unions.

New Business

5. Rethinking the regulatory relationship: greater trust through data collaboration

- ❖ **Sponsor:** Amanda Jane (AJ) Preece, Vice-President, Innovation, Business Services and Development Branch (CFIA)
- ❖ **Presenter(s):** Amanda Jane (AJ) Preece, Vice-President, Innovation, Business Services and Development Branch (CFIA) & Tania Polcyn, Acting Manager, Policy (CFIA)

Purpose:

- To discuss the potential for greater regulator-regulated party data collaboration.

Key Points of Discussion:

- AJ Preece explained that we need to rethink our relationship with regulated parties by leveraging data analytics and digital exchange of information. Advancements in technology and our digital capacity pave a way in the changing landscape of risk for the Agency to rethink the way we apply our oversight, compliance, and enforcement strategies.
- She indicated that several data exchange pilots were underway including one with the Community of Federal Regulators (CFR) on sheep traceability which had recently ended and a report with

outcomes and next steps was established.

- AJ mentioned that our goal is to enhance regulatory oversight by having a new trusted relationship with industry based on data exchange. This also gives the Agency an opportunity to influence private sector design of data exchange platforms to facilitate regulatory access and increase the scope of potential benefits.
- Union representatives sought clarification on the scope of livestock sectors using blockchain and whether CFIA regulatory requirements would be affected. It was noted by union representatives that data exchange platforms like blockchain could help to better manage animal diseases as well as to tackle food fraud issues in Canada.

Action Items(s):

- No Action Items.

6. Recent Federal Budget as it relates to CFIA

❖ **Item Requested by:** Fabian Murphy, President, Agriculture Union (PSAC)

❖ **Presenter(s):** Fabian Murphy, President, Agriculture Union (PSAC), Dominique Osterrath, Vice-President, Corporate Management Branch & Stanley Xu, Executive Director, Financial Services (CFIA)

Purpose:

- To discuss the plans and priorities for budget spending for CFIA in 2020-2021.

Key Points of Discussion:

- Regarding the InfoBase Infographic that Fabian Murphy provided, Dominique Osterrath indicated that when using externally facing data on funding, consideration should be given that such information would always be a snapshot of a point in time and does not reflect any new or renewed sunsetting funds due to timing. The reductions reported in the InfoBase were mainly caused by two sunsetting initiatives both of which were renewed as announced in Budget 2019. Fabian expressed that this did not explain the reduction in FTE's. Dominique indicated that when funding is sunsetting, the FTEs associated to the sunsetting funding also sunset. When the sunsetting funds are renewed, the funding and the associated FTE's are re-introduced in our approved budget envelope accordingly. Dr. Siddika Mithani asked Fabian if it would help if someone from the CFO's office met with them offline to do a walkthrough on how all the reports and numbers are related and how to reconcile them. Fabian expressed that he would be open to it and that it would clear up some employee concerns.
- Fabian asked about daily presence funding and whether we think it will be renewed again in two years. Dominique advised that CFIA is intending to seek a renewal of funding for daily presence, as it continues to relate to maintaining market access. Milton Dyck asked why daily presence is considered a sunsetting program when it is something that seems integral to what CFIA does and that this should be an Agency baseline. Dr. Mithani advised that we would prefer to have this as A-

base funding, but the central decision remains to treat them as sunseting funds, and it is potentially a reflection that they believe there could be changes in the future related to modernization, technological advancements or changes to international requirements, which requires us to evaluate our requests periodically and perform due diligence in re-confirming the need for this funding. Milton expressed that this is the issue with terms on sunseting funds, that regardless of whether the funds are A-base, we should have these employees rolled over from term to indeterminate because the work will be there. Dr. Mithani stated that the very nature of sunseting is that there is a real possibility that the ending could change, or that the need may be filled differently in the future. Witold Wince advised that this is why it is difficult to attract new talent. Fabian reiterated that this is why the core has a 3 year term roll-over policy to allow management to assess need and that indeterminate employees have better options under collective bargaining.

Action Item(s):

- CFO's office will coordinate with HR to arrange a follow-up meeting with Fabian Murphy to walk through the external reports and explain the nature of the differences in financial figures and timing.

7. Staff at the Lethbridge Laboratory

- ❖ **Item Requested by:** Hussien Bashah, Interim President, CFIA National Consultation Team (PIPSC)
- ❖ **Presenter(s):** Dr. Ayman Soryal, VM Group President (PIPSC) and Dr. Ian Alexander, Executive Director, Animal Health Science Directorate (CFIA)

Purpose:

- To discuss the chronic long-term staff shortages and the effect it is having on the health and morale of staff.

Key Points of Discussion:

- Dr. Ayman Soryal indicated that the Lethbridge Laboratory is a Level 3 Containment lab and handles live viruses, such as anthrax. He indicated that over 5 years, many vets have left and there is concern over positions not being backfilled. Employees are feeling overwhelmed. Dr. Ian Alexander expressed that the health and well-being of staff is very important. He indicated that there were discussions at a local meeting in March and an FTE analysis has been conducted and results have been relatively steady at 30 FTE over the past 3 years. Ian indicated that in 2018-19, 6 indeterminate staffing actions have been completed in that lab and there is work underway to do an assessment of the workload in the laboratory.
- Fabian Murphy stated that this is a common theme and discussed staff shortages at the OPS UMCC and now seeing this in Science too. He indicated that it looks like managers are dealing with smaller budgets and managing the same programs by just dividing up the tasks and not taking priority into account; this leaves the employee to determine what they can get done in their shift, regardless of what is more important, given that they don't have enough time, which is wrong as it

should be the managers who assign the work and understand the priorities. He expressed that the approach being taken recently is what we should be looking at doing in these instances elsewhere in the Agency as well.

Action Item(s):

- No Action Items.

8. Risk-based Inspections: Update and Next Steps on using the ERA model for Hatcheries and the Maple Sector

- ❖ **Sponsor:** Amanda Jane (AJ) Preece, Vice-President, Innovation, Business Services and Development Branch (CFIA) & Colleen Barnes, Vice-President, Programs and Policy Branch (CFIA)
- ❖ **Presenter(s):** Lyzette Lamondin, Executive Director, Policy and Programs Branch, Dr. Anna MacKay, Director, Establishment-based Risk Assessment Project & Kate Billingsley, National Manager, Domestic Food Safety Strategic Planning and Analysis (CFIA)

Purpose:

- To update the Unions on the ERA results and proposed approach for both Hatcheries (ERA-H) and the Maple Sector.

Key Points of Discussion:

Maple Sector

- Kate Billingsley advised that the approach for using ERA results in the Maple sector is based on the same methodology as the Dairy sector and that consultations have been extensive. She indicated that if an establishment had no data, that they are tagged as high risk and this helps set priorities for Operations. Establishments with less risk identified have less oversight and a reduction in inspection resources related to maple. Maple is a fairly low-risk commodity, compared to others. Maple processors tend to be higher risk than producers. She also indicated that feedback from internal groups, as well as industry has been positive. The ERA data analysis for meat is completed, but we are waiting for the switch from CVS to SIP before we can use the results.

Hatcheries

- Dr. Anna MacKay indicated that ERA-H started in 2017, and focuses on the food side but under Animal Health Business line. The ERA –H development and implementation are led by IBSD and PPB Animal Health. She explained that The ERA model has three different groups of risk factors: inherent risk factors, mitigation factors and compliance factors. It's the same principle for food, feed and hatcheries.
- Once the new Safe Food for Canadians Regulations (SFCR) are in force for all sectors, there will be an increase in the number of licensed establishments. By making use of ERA, CFIA will be better

prepared to support program design and allocate resources based on risk.

- Lyzette Lamondin indicated that there have been increases in salmonella in chicken, and the Hatchery ERA model will help to identify areas to concentrate on and provide the evidence as a basis. She indicated that it is possible that salmonella comes from imported products, although the model is currently only for domestic establishments going forward, they are also developing import ERA and will also look for import fraud. Dr. MacKay confirmed that they are working on an Import Risk Assessment model. Kate Billingsley indicated that looking for fraud is a part of the inspection for establishments.
- Randy Olynyk asked how this will increase safety, when previously inspections have been conducted quarterly, but with ERA will be even less. Dr. MacKay indicated that the ERA model is a science based tool that identifies areas of higher/lower risk and informs where inspectors should be spending more/less time. Inspectors will put more energy on higher-risk establishments. This means that higher risk establishments or sectors that require greater attention can be easily identified and focused on. Randy offered that we know that we have not been resourced to do the quarterly inspections, but just because the new system changes the balance of inspections if the number of staff is the same that there won't be any greater ability to meet the new plan for inspections. Lyzette Lamondin indicated that ERA allows us to get away from the fixed number or rigid schedule that inspectors feel that they should be meeting, regardless of how solid the performance has been for some establishments. Dr. Siddika Mithani offered that evidence provides us the opportunity to base methods and decisions on outcomes, not prescriptive lists; and gives us the opportunity to re-allocate our inspection staff to areas of higher risk. Fred Jamieson indicated that there could be issues with local maple producers that are non-federally registered, and if there are health issues, then there can be serious health implications for local populations who are buying. Lyzette advises that the ERA will apply to our regulated parties and the data will be for those, not establishments that don't fall within our purview. We can see a future opportunity to share the model with the provinces who are responsible for some of these types of establishments. Fabian Murphy expressed his skepticism with the time constraints and inspectors are not able to spend more time on areas that they are concerned about. He indicated still having doubts about whether this model will actually work, because establishments that are monitored will follow the rules better, regardless of their history. Dr. MacKay indicated that the volume of production in particular, include in the inherent risk factors modulates the risk significantly in the ERA risk results.
- Dr. Siddika Mithani advised that this is a science-based model, based on evidence, it is important to work together to support our inspectors and help them do their jobs to protect Canadians. She reminded the table that we must work together, we have to start slow, be cautiously optimistic and look at pilots running well. Dr. Mithani offered if maybe there are situations where they can visit locations/establishments together.

Action Item(s):

- No Action Items.

9. Federal Science and Technology Infrastructure Initiative (FSTII)

- ❖ **Sponsor:** Dominique Osterrath, Vice-President, Corporate Management Branch (CFIA)
- ❖ **Presenter(s):** Dominique Osterrath, Vice-President, Corporate Management Branch, Dr. Ian Alexander, Executive Director, Animal Health Science Directorate & Theresa Iuliano, Vice-President, Operations (CFIA)

Purpose:

- To share information regarding the Federal Science and Technology Infrastructure Initiative (FSTII), which is in the early stages of program development.

Key Points of Discussion:

- Dominique Osterrath advised that a National announcement was coming in June, and that they are just beginning union engagement. She indicated that in 2017, there was an announcement about a science and science infrastructure initiative and in 2018; \$2.8 billion was announced for Phase 1 of this initiative for critical infrastructure needs. Dr. Ian Alexander indicated that there will be 5 clusters, 2 of which CFIA will be engaged in: RSSC (Regulatory and Security Science Cluster) with a focus on Human Health, Safety, and The Centre for Plant Health in Sidney – CFIA is the lead on this, and ASEC (Atlantic Science Enterprise Centre) which focuses on aquatic ecosystems. The other 3 clusters, CFIA will not be engaged in: Terra Canada (environment related), Cultural Heritage Centre (preserving historic sites) and Transportation Safety.
- In addition, there was approval for an \$80 million dollar investment for the Sidney Lab in British Columbia and, as a pathfinder; the lessons learned at Sidney will inform next 5 clusters. The Sidney project is currently in the planning stages.
- Fabian Murphy indicated that AAFC announced on Tuesday and that he understands that there will also be external partners involved. Dr. Siddika Mithani advised that we would keep the Unions informed and engaged, as we learn more. Dominique advised that they are progressively rolling-out communications and that the reach will grow broader once the National announcements have been made.
- Milton Dyck expressed that when rolling-out, the need to consider that employees still remember during DRAP that when the Sidney Lab was on the block, plans were in place to have all employees moved elsewhere and close, and it wasn't cooler heads that prevailed to keep it running, but response from private industry. He expressed concern to hear the term horizontal fixed asset review and indicated that this may be very concerning to members. Milton also stated that there are still rumours that the Lethbridge Lab will be closed, and this won't help; and that when the messaging is rolled-out, to be mindful to not cause concern. Dr. Mithani advised that this is a whole of government approach, for more horizontality, more integration, for having a real understanding of what we have and what we do collectively to do it right; this is very much a good news story with real money being invested to ensure that Canada is on the global map for science innovation.
- Dominique Osterrath introduced Nadine Brannen, the Executive Director leading the FSTII at the Agency.

Action Item(s):

- No Action Items.

10. Round Table and Closing

❖ **Presenter(s): All**

- Dr. Siddika Mithani thanked everyone for attending and for the great conversation that was had.
- Fabian Murphy thanked everyone for all the great conversations, information and the opportunity to work together.
- Hussien Bashah agreed and thinks this will be a great working relationship.

Next meeting: November 14th, 2019

Next chair: Fabian Murphy, National President, Agriculture Union, PSAC

Co-Chairs:

**Dr. Siddika Mithani
Fabian Murphy
Hussien Bashah**

CFIA Attendees:

**France Pégeot
Darlène de Gravina
AJ Preece
Dominique Osterrath
Theresa Iuliano
Nicole Bouchard-Steeves
Jonathan Massey-Smith
Lyzette Lamondin for Colleen Barnes
Chantal Seeton
Dr. Ian Alexander for Dr. Jaspinder Komal
Brenda Dagenais
Nancy Martel (observer)
Chantal Gauvreau (observer)
Karen Trousdale (observer)
Esther Sanderson (observer)
Susan Loignon (observer)
Tessa Ghadban (observer)**

PSAC Attendees:

**Milton Dyck
Randy Olynyk**

PIPSC Attendees:

**Stephanie Fréchette
Dr. Ayman Soryal
Houman Vafaie
Fred Jamieson
Dr. Krista Puddester
Dr. Witold Wince**

Secretariat:

Danielle J. Martin

JUL 26 2019

Siddika Mithani

Dr. Siddika Mithani, Ph.D.
President
Canadian Food Inspection Agency

Date

Steve Murphy

Mr. Fabian Murphy
National President, Agriculture Union
Public Service Alliance of Canada

Date

Sept 4, 2019

Hussien Bashah

Mr. Hussien Bashah
Interim President, CFIA National Consultation Team
Professional Institute of the Public Service of Canada

Date

Aug 30, 2019