



Operations Branch Union Management Consultation Committee (UMCC)
Wednesday, November 13, 2019
9:00 am – 12:00 pm
at CFIA Headquarters, 1400 Merivale Road,
Ottawa, Ontario
Conference Boardroom (T3-1-351)

Attendees

Co-Chairs:

Theresa Iuliano (CFIA)/ Chair
Dr. Lina Johannson (PIPSC)
Fabian Murphy (PSAC)

Canadian Food Inspection Agency (CFIA):

Dr. Richard Arsenault, Executive Director, Inspection Support
Emily O'Reilly, Director General, Atlantic Operations
Jagvinder Dhanda, Senior Director, National Inspection Division
Kelvin Mathuik, Director General, Western Operations
James Crawford, Director General, Ontario Operations
Paul Thébeau, Director General, Quebec Operations
Scott Rattray, Inspector General, Inspector General Office
Scott Thompson, Director, Business and Workforce Enablement
Brenda Dagenais, Director General, Collective Bargaining & Labour Relations Directorate

Public Service Alliance of Canada (PSAC):

Milton Dyck
Patrick St-Georges
Randy Olynyk
Elaine Massie (Observer)

Professional Institute of the Public Service of Canada (PIPSC):

Stéphanie Fréchette
Fred Jamieson
Dr. Ayman Soryal
Dr. Valérie Coupal
Tim Anderson

Secretariat:

Erika Harrison

1. Welcome, Opening Remarks, and Review of Agenda and Action log

- Notice to the Unions that the Operations Branch is still working on finalizing the structure changes and confirmation that CFIA will keep the Unions informed.

Action:

- Provide updates on the reorganization to the Unions as they become available.

2. Action Log Review

Summary:

- PREP – Union Introduction:
 - Union representatives are concerned that with the loss of the Unions introduction course at PREP that members are not as informed about who their union representative is and what it means to be part of a union.
 - PIPSC and PSAC representatives expressed concern as to whether or not the course 'How to Have Difficult Conversations' with industry was still being offered at all PREP's.
 - Each Area explained that they have an onboarding process that includes a checklist that is given to all managers of new employees. This checklist includes the requirement to introduce the employee to their local Union Representative and to allow time for a meeting where the Union Representative can educate the employee on union rights.
 - S. Thompson confirmed that the course 'How to Have Difficult Conversations' still had an in-class role playing component and is offered at all PREP's.
- Hang time of live turkeys:
 - Union representatives requested an update on the current status regarding the path forward as it relates to open CARs resulting from extended shackle time of turkeys prior to stunning.
 - H. Arbuckle provided an overview of the current situation, the interim guidance, and the engagement with the industry associations.
 - It was confirmed that should the CFIA inspectorate on-site have suggestions regarding approaches to improve animal welfare as it relates to shackle time, they are encouraged to send these suggestions to Heather Arbuckle for consideration in discussions with PPB and the industry association.
- Ergonomic Study: Line speed in poultry slaughter:
 - Renamed to – Modernized Poultry Inspection Program
 - Discussions with United States are planned for December. This discussion will assist with MPIP updates.
 - PIPSC representative to provide written submission outlining the concerns over the issues with the current MPIP. These concerns to be provided to PPB for consideration for the MPIP modernization.
- SR Classification:
 - PSAC representative concerned about not being informed of membership changes when positions are reclassified e.g. EG to SR.
 - B. Dagenais confirmed that Unions do get notifications when members enter or leave a bargaining unit.
 - PSAC representatives to provide some specific examples to B. Dagenais so that informed offline discussions can take place

Action:

- PREP Union Introduction to be closed.
- P. Thébeau to have local level discussions regarding the QC plants with CARs related to Modernized Poultry Inspection.

- Union to provide written submission outlining ergonomic issues that Operations Branch will present to PPB for considerations during MPIP modernization
- B. Dagenais and P. St-Georges to discuss reclassification offline

3. Acting Opportunities and Succession Planning

Summary:

- PIPSC representative expressed concern over lack of acting opportunities especially in the VM/SR complements. PIPSC commented that with the loss of many area specialist positions, there are limited career progression opportunities, and there are not enough positions on the front line for actors to be backfilled themselves.
- PIPSC representative feels that both long and short term (such as vacation backfill) opportunities are not being offered and that this poses a risk for succession planning and does not allow employees to gain required knowledge and experience to help further their careers. The union stated that backfilling also allows the work of a position to continue while the person is on leave.
- CFIA representative assured PIPSC that the Agency has a large number of acting assignments however, managers have a responsibility to manage their budgets and staff appropriately.
- The union noted that substantive employees need to be taught how to set an actor up for success.
- All acting's over 4 months require a process to ensure fair and transparent staffing.
- There is also a hesitancy among employees to accept actings as some fear a Phoenix pay disruption.
- Geography also impacted employees decisions on whether or not to accept actings as it is harder to staff rural locations.
- CFIA assured PIPSC that they heard their concerns and would continue to make an effort to offer actings where appropriate.

4. Concerns with OGE Responses on SharePoint

Summary:

- PIPSC representatives raised concerns over incorrect responses to questions being listed on OGE SharePoint and how members were using these responses to guide them in their handlings of similar situations.
- H. Arbuckle explained that the responses are to be viewed as advice from the OGE to an individual requestor and that the specific advice is pertinent to the situation described at that time. Situations may differ and/or policy direction may change over time therefore the advice would also adjust over time.
- CFIA confirmed that there is a process to raise concerns over incorrect information as well as a disclaimer that states that the information provided may no longer be up to date or pertain to your specific situation. The inspectorate continues to be encouraged to submit their questions for their particular situations.
- Concerns were also raised by the Unions in regards to the response time to questions posted on the OGE SharePoint site.
- H. Arbuckle stated that OGE is implementing a process for interim advice when it is taking longer to respond to complex enquiries.
- E. O'Reilly informed the group that there is a National Advisory Collective for Food that will be meeting regularly which may include discussion regarding outstanding responses and review trends. Advisory Collectives are also targeted to be established for Plant and Animal this year.

5. VM Staffing Shortages in Remote Areas

Summary:

- PIPSC-VM representatives expressed concerns over the difficulty of staffing veterinarians (VM-01/02 levels) in remote areas, specifically New Brunswick and Manitoba
- They acknowledged that management was making efforts to staff positions and expressed concerns over the number of vacant veterinarian positions and the pressure this places on existing veterinarians.
- E. O'Reilly confirmed that in the Atlantic Area, they have exhausted all of the traditional staffing options including attending the Atlantic Veterinary College career fairs. CFIA management is very supportive of pursuing creative staffing opportunities for remote locations and has been in touch with HR to discuss what other options might be available to them.
- B. Dagenais informed the committee that CFIA has a dedicated staffing team that is looking at special recruitment opportunities.
- The Committee agreed that a collaborative effort would be a benefit to assist in solving the staffing concerns and that a committee shall be formed

Action:

- B. Dagenais with the support of E. O'Reilly will work on the establishment of a working group consisting of PIPSC-VM and management representatives (including one per Area) to look at staffing options for remote areas.

6. Fleet Telematics

Summary:

- Union representatives wanted information on the consultation and communication of the implementation of the telematics program. They stated their members were concerned about what data would be collected and how it would be used as well as who would have access to the information.
- Unions representative also wanted information on how jobs would change for those employees whose functions are to collect and input fleet data.
- P. Guy spoke to the issue and confirmed a plan for ongoing communication and engagement.

Action:

- Added as a standing item on monthly calls with the Vice-President of the Operations Branch.
- P. Guy to discuss at Area level UMCC's.
- Brenda Dagenais offered to assign a Labour Relations Advisor to support P. Guy directly in this matter and to assist him in also consulting with our ATIP and Privacy Office to ensure fully informed support for this initiative.
- PIPSC offered to be available to review communications prior to sending to all staff, if desired

7. Roundtable

- T. Iuliano confirmed information on the Operations Branch reorganization would continue to be shared as information became available.
- Dr. Lina Johannson expressed her appreciation to Hussein Bashah for his hard work as PIPSC National Consultation Chair during her absence on leave, and the CFIA echoed that appreciation as well.

Action:

- PSAC to bring DSDP to Spring Ops UMCC

Signed by:

Dr. Lina Johannson
Professional Institute of the Public Service of Canada

Theresa Iuliano
Vice-President
Operations Branch

Fabian Murphy
Public Service Alliance of Canada