



National Union Management Consultation Committee (NUMCC)
Comité national de consultation patronale-syndicale (CNCPS)
AGENDA & Minutes of Proceedings
Ordre du jour et Procès-verbal

Date: October 10, 2018 /10 octobre 2018
de conférence du 6e étage
Time/Heure: 9:00/9 h
Passcode/Code: 8262684

Location/Lieu: 6th floor large boardroom/Grande salle

Call-in info/ Téléconférence : 1-877-413-4792

Members/Membres: Co-chairs/Coprésidents: Fabian Murphy, Jocelyn Beaudette
Aaron Swerdlyk, Elizabeth Thabert, Michelle Dedieu, Rick Eisele, Kristin Bowler, Bill Shea, Curtis Connon,
Dennis Tong-Ly, Cheryl Blahey, John Mann, Nathan Gerelus, Stefan Wagener, Karl Daher;
Michelle Holigroski; Jessica Guitar
Note taker: Natalie Rioux

Item #	Subject Matter
7.01 9:00 (5 minutes)	<p>Welcome - Fabian Murphy, chair / Mot de bienvenue, président</p> <p>Mr. Fabian Murphy welcomed members to the meeting and asked that everyone introduce themselves.</p> <p>Action/Suivi: Nil</p> <p>Decision/Décision: Nil</p>
7.02 9:05 (10 minutes)	<p>Opening Remarks – Assistant Chief Commissioner Doug Chorney / Mot d’ouverture, administratrice générale</p> <p>Mr. Doug Chorney offered regrets on behalf of Ms. Patti Miller, Chief Commissioner. He welcomed committee members and wished them well in their upcoming committee deliberations.</p> <p>Action/Suivi: Nil</p> <p>Decision/Décision: Nil</p>
7.03 9:15 (5 minutes)	<p>Review of October 10 Agenda – Fabian Murphay, chair / Examen de l’ordre du jour du 10 octobre, président</p> <p>The agenda of October 10, 2018 was reviewed and approved as presented.</p> <p>Action/Suivi: Nil</p> <p>Decision/Décision: Nil</p>
7.04 9:20 (10 minutes)	<p>Business Arising April 17, 2018 Meeting & Status on Action items – Fabian Murphy, chair / Affaires découlant de la réunion du 17 avril et état d’avancement des mesures de suivi, président</p> <p>Action/Suivi:</p> <ul style="list-style-type: none"> 7.06 - Mr. Murphy commented that a review of the matter brought forward regarding shifts in the Eastern region are in line and consistent with the intent of the collective agreement. The Union is still monitoring this matter and further discussions on what impact, if any, there are on members. 7.08 - Implementation was held off at the union’s request until such time as grievances related to designated paid holidays and the related overtime rate of pay were resolved. Both the PSAC and the CGD had agreed to implement effective April 1. However, the notice to bargain to renew the collective agreement was issued prior to the implementation date. TBS provided an interpretation that once the notice to bargain is issued the parties are required to freeze and follow existing terms and conditions. The Union will review this as they are not in agreement as it is contrary to the advice received from PSAC. This will be brought forward for discussion at the next meeting. 7.10 - The Guarding Minds survey is good however; the employment equity and diversity component was missing. A conference call was held with the owners of the Guarding Minds survey and while they can’t modify the existing survey, they can create a different survey to incorporate the

	<p>employment equity and diversity component that was missing. A modified version can be provided to Michelle Dedieu.</p> <ul style="list-style-type: none"> 7.12 - (1) At the time the pay system was not calculating the holiday pay and in essence the delegated authority would have been approving something that was incorrect, which is not something that is normally appropriate. However, given that this glitch will not be corrected in the near future we have received instruction to approve the slightly incorrect hours and the pay error will be corrected at a future date so that employees continue to be paid for the bulk of their hours of work. This will be the practice moving forward. Bill Shea asked a question about retro pay related to a grievance and wanted more details about the calculations and formula used. It was clarified that this question was unrelated to the business arising item. Ruth Moulton noted that the CGC is working with Labour Relations in order to reconcile the pay and once this has been done, there will be a communication piece sent to staff in order for them to reconcile their pay. 7.12 - (2) This action item has been completed. <p>Terms of Reference to be signed off on site / Mandat à être adopté sur place Members signed the Terms of Reference Documents in both official languages.</p> <p>Action/Suivi: Nil</p> <p>Decision/Décision: Nil</p>
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UNION ITEMS / POINTS DE LA PARTIE SYNDICALE

<p>7.05 9 :30 (20 minutes)</p>	<p>Item/Point: OSCAR Inspector code entry / Entrée du code d’inspecteur dans OSCAR Presenters/Participants: Bill Shea, Nathalie Cale</p> <p>Members of local 60 and other members across the country have taken exception to this as they feel they’re being micro managed. There was also no consultation with members before implementation and this too has caused some ill feelings. Bill elaborated that the information that is being captured with this change of process doesn’t necessarily capture the actuality and doesn’t reflect exactly who signed off on the increments. There is widespread confusion as to why the increments need to be signed off on.</p> <p>Employees are entering their codes when in essence they could be doing more productive and essential work. Bill further explained that the time sheets and samples will indicate who signed off on the sample and who the senior inspector was as well.</p> <p>Were increments were being so poorly done that this process needed to be implemented? And yet, technical feedback was rarely ever provided. What is this process solving for us Bill asked.</p> <p>Curtis replied that multiple inspector codes were introduced nation-wide into Oscar. The advantages are in terms of accountability efficiency. He noted that at present tags are signed manually and information on who worked on what vessel can only be retrieved by going into sample storage and visually looking at the paper tag. It’s quite inefficient where as Oscar can store this information and make it readily available. In terms of training, GIDP aren’t always getting the assortment of tasks required for their development and by showing which inspectors are where in Oscar and what their primary task was for the shift, this information can enhance training and development. Storing this information is also advantageous in the event of a cargo complaint and investigation, which is a critical part of our mandate. The new process also demonstrates where staff are deployed and that has significant value to ensure we have the appropriate resource allocation to complete the work.</p> <p>Bill disagreed and stated while this may look good for data collection, management needs to recognize the detrimental impact this had on inspectors.</p> <p>It was suggested by Fabian that the local management and union determine whether there is a misunderstanding and/or if the change in process truly adds value. Furthermore, he encouraged both parties to have further consultation discussions at the local UMC level.</p> <p>Action/Suivi: Item 7.05 OSCAR Inspector code entry – Management</p>
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	<ul style="list-style-type: none"> Add this item for discussion at the next Local Management Union Meeting in the regions – Dennis/John <p>Decision/Décision: Nil</p>
7.06 9:50 (20 minutes)	<p>Item/Point: OSCAR IT support on weekends and off shifts / Soutien TI pour OSCAR pendant la fin de semaine et en dehors des quarts de travail</p> <p>Presenters/Participants: Bill Shea, Nathalie Cale</p> <p>Bill informed committee members that several weeks ago a failure with Oscar occurred during a weekend shift. The failure resulted in Inspectors having to resort to calculating load averages with paper and calculator and creating makeshift excel spreadsheets in order to provide terminal elevator managers with the same type of information that Oscar typically would have on incremental loads. Inspectors were able to provide incremental data; however, it was impossible to provide cargo averages as this function is typically and easily generated by Oscar.</p> <p>Mr. Shea asked that IT support be provided 24/7 for Oscar in order to ensure that operations run smoothly and efficiently.</p> <p>Karl Daher informed members that his unit is currently in the process of putting together a report and a cost benefit analysis. This report will be ready at the end of October.</p> <p>Action/Suivi: Item 7.06 – OSCAR IT support on weekends and off shifts – Management/Union</p> <ul style="list-style-type: none"> For discussion at the spring meeting <p>Decision/Décision: Nil</p>
7.07 10:10 (0)	<p>Item/Point: PI Supplement – Pay Centre Reconciliation against what was submitted</p> <p>**this item will be addressed under 7.09 / Supplément pour l’inspection des produits primaires - Rapprochement avec les données soumises au Centre des services de paye</p> <p>**Il sera question de ce point au point 7.09.</p> <p>Presenters/Participants: Bill Shea, Nathalie Cale</p> <p>It was noted that Tanya Unger would speak to this topic within her presentation under 7.09 of the agenda.</p> <p>Action/Suivi: Nil</p> <p>Decision/Décision: Nil</p>
7.08 10:10 (20 minutes)	<p>Item/Point: Employment Equity and Diversity / Équité en emploi et diversité</p> <p>Presenter/Participant: Elizabeth Tabert</p> <p>Elizabeth Tabert presented the “Employment Equity and Diversity – October 2018 report”.</p> <p>On behalf of the committee, Elizabeth thanked the Union and CGC management for their support.</p> <p>Nathan Gerelus asked if there has been any discussion on what theme or topic the JLP sessions would be on. It was noted by Elizabeth that an anti-discrimination and harassment in the workplace topic was being considered. Elizabeth explained that the quality of the JLP sessions doesn’t always meet the expectation of the group. Recently, a session was provided in Quebec city, which was well received by staff while one was offered in Montreal which did not.</p> <p>Unfortunately at times, this has to do with the facilitators and not so much the content that is being delivered. Elizabeth commented that the plan is to approach JLP and see if they would be open to working collaboratively on the program and making it more engaging and specific to CGC employees.</p> <p>Jocelyn Beaudette informed members that the CGC has been chosen as one of the departments that will undergo an employee representation and recruitment audit which signifies the importance of having the capacity to easily draw on self-declaration surveys and data. On behalf of the CGC, Jocelyn thanked Elizabeth for all the work EE&D committee has conducted to date.</p> <p>Kristin Bowler commented that she received a lot of feedback from members stating that the survey question on sexual orientation was very inappropriate and that some members even felt offended. Many members asked why this was relevant information in an employee survey? And why is an employee’s sexual orientation important to managers?</p>

	<p>Jocelyn commented that the survey provides results which can draw more attention to inclusiveness and diversity of our work force. While some employees may have been offended, there are other employees who may have been thankful that the question was there.</p> <p>The survey is an assessment tool to see how diverse the workforce is and assist in identifying where the gaps lie.</p> <p>Kristin suggested providing more context in the future so as not to offend anyone.</p> <p>Action/Suivi: Nil</p> <p>Decision/Décision: Nil</p>
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MANAGEMENT ITEMS / POINTS DE LA PARTIE PATRONALE

<p>7.09 10 :30 (20 minutes)</p>	<p>Item/Point: Pay/Phoenix Update / Le point sur la paye et sur Phénix</p> <p>Presenter/Participante: Tanya Unger</p> <p>Ms. Tanya Unger provided the <i>“Pay Integration Unit Semi Annual Report Q1 and Q2 – April 1, 2018 to September 30, 2018”</i> deck.</p> <p>Members were presented with a deck.</p> <p>MyGCHR is always on the back mind of HR and therefore the PIU ensures that we are prepared for when we will need to transition over to MyGCHR.</p> <p>With MyGCHR, employees that are transferring over from another department will not improve the function of transferring employees efficiently. This is due to a communication delay. Even when you have full cooperation and communication between departments, a transfer can still take three weeks to perform when an employee is transferring in. Dennis Tong Ly commented that he has received very positive feedback in the East and that responses from the PIU have been timely.</p> <p>Bill Shea asked when working with the Pod (work unit), if the CGC is sharing our information with other departments to which Tanya confirmed that we are. She further stated that departments share best practices and what’s working and what’s not and what trends are being seen. There are a few GCCconnect groups sharing best practices as well.</p> <p>Bill asked if it was possible to let the members know what the PIU have submitted on their behalf for their own reconciliation. Each individual can contact Tanya or Bill and Tanya can have a conversation to determine what has been used. It may be of value for Bill and Tanya to further discuss off table.</p> <p>Bill asked how bank time is being addressed as he is of the opinion that members may be missing a cheque in that regard. Tanya noted that bank time is sent to business support for processing. Bill commented that going forward he will encourage his members to forward their issues directly to Tanya for the PIU to address directly. Tanya noted that she would follow up in this regard.</p> <p>Kirstin noted that the support she and her members have received has been exceptional and employees are very satisfied with the level of service.</p> <p>Implementation of a new collective agreement. Bill Shea asked if we are up to speed with the current collective agreement? Tanya indicated that there are some individuals who still have outstanding issues however; they are being looked after.</p> <p>Have the 12 – 15 days after rest been addressed? There are some individuals who still have outstanding issues however; they are being looked after. Has the change in the Collective Agreements relating to travel time on a day of rest, changing from 12 hrs to 15 hrs been addressed? PIU is looking after this however; these issues aren’t completely resolved.</p> <p>Action/Suivi: Item 7.09 - Pay/Phoenix Update – Director of HR, Michelle Dedieu</p> <ul style="list-style-type: none"> • Tanya to look into bank time to ensure that employees are not missing a cheque. • PIU to let the regions know once the 12 – 15 days after rest matter has been resolved. <p>Decision/Décision: Nil</p>
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<p>7.10 10:50 (15 minutes)</p>	<p>Item/Point: Performance Management Agreements / Ententes de gestion du rendement</p> <p>Presenter/Participant: Curtis Connon</p> <p>Curtis Connon informed members that he was speaking to this item but that it is really the result of the collaborative efforts of the NUMCC Working Group (WG) in order to further refine Performance Management Agreements. Within the current work objectives, PI-03's are required to provide a certain amount of feedback on their fellow colleagues and the union had concern that PI-03's were being measured on this activity. Both parties acknowledged that inspectors often work in small geographically dispersed teams and that feedback is important.</p> <p>The agreed upon enhancements includes; improved communications and training that will be a collaboration between IS and HR representatives. Increase the amount of feedback required by PI04's supervisors on the waterfront. Establish a PI-03 semi annually self assessments process. The PI03 would write a report on their own performance and would seek to identify areas of enhancement to their work as well.</p> <p>No longer a mandatory requirement for PI-03 to share feedback on each other.</p> <p>Curtis noted that they are currently working on precise wording that will be incorporated within the work objectives.</p> <p>John Deptuck commented that he likes the fact that the peer feedback requirement is being eliminated however; he asked if PI-03's were represented on the committee. It was noted that the union committee members were chosen by the Agriculture Union.</p> <p>After the WG has reviewed the work objectives, the old requirements will be taken out and updates for the next fiscal year will be implemented.</p> <p>Fabian noted that union representatives on the committee were representing PI-03 interests but that they should forward any further feedback to the working group prior to implementation working within the established timeframe.</p> <p>Action/Suivi: Item 7.10 Performance Management Agreements – Management/Union</p> <ul style="list-style-type: none"> Working group to agree on updated language, and IS management (Curtis) to implement for fiscal 19/20 <p>Decision/Décision: Nil</p>
<p>7.11 11:05 (15 minutes)</p>	<p>Item/Point: Facilities Update / Le point sur les installations</p> <p>Presenters/Participantes: Cheryl Blahey, Brigitte Everhardus</p> <p>Brigitte Everhardus provided members with an update on the various projects that are being worked on in Winnipeg and across the country.</p> <p>Grain Research Laboratory:</p> <p>Consultation – Climate Control Units/ Solvent Tank Fitups - 99% drawings - Conversion of Labs 1638 & 1640 to BSL2 labs/Milling Lab 1641 GRL Restacking working towards 99% drawings</p> <p>Headquarters:</p> <p>6th floor Soundproofing & Carpets/Paint 7th floor Kitchen, Procurement, IT training & Storage - 99% drawings this week 8th floor Kitchen – Construction starts this week. 9th floor – 66% done and 99% to be completed by end of the month, Entomology – working on 99% drawings for end of month</p> <p>Industry Services:</p> <p>Thunder Bay – Working on As built. Tender Ready designs to be completed by January 2019. Completion expected by Fall 2019 Terminal work at Viterra #4, JRI Current River, Ceres Global Port Colbourne, G3 Vancouver, Montreal Service Centre – acquired extra space - Project Kick-off end of September Leases Vancouver Lab – 3 year extension Hamilton project - complete</p>

	<p>Three year extension granted for lab space in Vancouver until we can find some more space. Legalities, design, policy instruments for modular unit where modular units may be a better fit. What are the challenges with modular units? Can you own a modular unit? Or is a modular unit bound by a tenant agreement? There are quite a few issues that have come up for which answers are required first before proceeding.</p> <p>In ending her update, Brigitte added that all facilities projects are shared with the NOSH committee.</p> <p>Action/Suivi: Nil</p> <p>Decision/Décision: Nil</p>
<p>7.12 11:20 (15 minutes)</p>	<p>Item/Point: Security Update / Le point sur la sécurité</p> <p>Presenters/Participantes: Cheryl Blahey, Sloane Newton</p> <p>Integrated Security program</p> <ul style="list-style-type: none"> • Awareness <ul style="list-style-type: none"> ○ Continuing education ○ Purpose to ensure information and assets (people) are secured • Security in contracting <ul style="list-style-type: none"> ○ Knowing who we are contracting with ○ Who is in CGC space • Emergency and business continuity management <ul style="list-style-type: none"> ○ active shooter drills to become standard practice • Incident management <ul style="list-style-type: none"> ○ Report on trends ○ Preventative measures • Information Technology security <ul style="list-style-type: none"> ○ Cyber security • Personnel security <ul style="list-style-type: none"> ○ Security briefings ○ Importance of reporting changes ○ Advise on changes such as fingerprints, credit checks • Physical security <ul style="list-style-type: none"> ○ Enhance at existing sites ○ Incorporate security measures into new/refit spaces ○ Layering ○ Awareness and operational procedures to address gaps <p>Sloane informed members that fingerprinting and a criminal record name check is part of the personnel standards that government must adhere to. Instead of a name check, its now a finger printing check. Once the check is done, fingerprints are destroyed. Sloane informed members that credit checks have become a regular security screening on all employees for financial purposes.</p> <p>Sloane informed members that the management of business continuity is now a security function. The Business Continuity Plan (BCP) is being revised and a WG has been created. Critical functions are being identified with proposed plans in place. The revisions will ensure that the CGC is prepared during a disaster or service disruption.</p> <p>Sloane noted that there will be mandatory run throughs of the BCP to ensure that plans in place work.</p> <p>Video Active Shooter – security awareness week in February. It was suggested that the video be shared with the local OSH committee in advance of any launch.</p>

	<p>Action/Suivi: Nil</p> <p>Decision/Décision: Nil</p>
<p>7.13 11:35 (20 minutes)</p>	<p>Item/Point: Mental Health Awareness Update / Le point sur la sensibilisation à la santé mentale</p> <p>Presenters/Participantes: Cheryl Blahey, Michelle Phaneuf</p> <p>Ms. Michelle Phaneuf presented the “<i>Mental Health Awareness</i>” deck.</p> <p>Michelle Phaneuf presented the attached deck. Fabian Murpy commended the Mental Health Awareness committee on a job well done with the initiatives undertaken.</p> <p>Action/Suivi: Nil</p> <p>Decision/Décision: Nil</p>
<p>MANAGEMENT UPDATES / COMPTE RENDUS DE LA PARTIE PATRONALE</p>	
<p>7.14</p>	<p>Chief Operating Officer, Jocelyn Beaudette / Chef de l’exploitation</p> <p>Message to staff regarding the Economic strategy Agri-Food table (adviosry panel composed of industry) and the TB regulatory review (TB seeking CGC input). A townhall meeting is scheduled for next Monday which will form a venue for employees to ask questions.</p> <p>In regards to the Economic Strategy table; the GofC will need to respond collectively. There is not alot of commentary right now as the GofC wants to respond in a fashion that makes sense. There is also discussion in setting up an external industry panel that would assist the GofC respond and prioritize the recommendations under the economic strategy table.</p> <p>Whilte the CGC may be in the 2019 budget; CGA reforms are gravely needed. The industry has been very vocal in stating that the CGC needs to look at alternate service delivery models. However; our mandate has not changed and what we do has not changed. We will wait to see what is in the fall economic statement and Budget 2019 and take it from there.</p> <p>Safe Food for Canadians Act; cross references with CGC’s mandate.</p> <p>This is an opportunity to have discussions with other departments. MyCFIA has recently been launched and perhaps the CGC could cash in on what the CFIA has done. It’s a great opportunity to discuss and have those conversations to ameliorate our current regulatory framework.</p> <p>Surplus : Enhancements to the Harvest Sample Program received mixed feedback. A significant amount of consultations will need to occur with future funding envelopes. The CGC will be engaging the industry in the coming months. Coordinating these consultations in harmony with the economic strategy statement and TB regulatory review. There will be an increased amount of work in this regard and re-prioritization of work will need to occur.</p> <p>Program review internal business processes to find greater efficiencies internally. Within the scope, there needs to be determination on what makes sense and ensure that things aren’t duplicated elsewhere in the industry. What are the decision points that lay ahead. EMC providing the best advice that they can in order for the Commission to make decisions on big ticket items.</p> <p>Jon added that the CGA isn’t specific on how the CGC should carry out its mandate therefore an Act change solely in this regard would’t be required. However; the ability to perform sufficient oversight without Act</p>

	<p>changes would be questionable. The CGC's funding formula would also be at the heart of any decision making.</p> <p>On the outward side; as it relates to the CGA there are no other certified third parties authorized to conduct export inspection.</p>
7.15	<p>Corporate Services – Director, Jon Friesen / Directeur des Services à l'organisme</p> <p>Jon Friesen's team has been involved with the TB Regulatory review and are looking at areas for potential improvement. There are ambitious policy items that could be addressed through the review in addition to some minor housekeeping items.</p> <p>It was noted that any substantial Regulatory change would more than likely require a substantial Canada Grain Act change.</p> <p>Surplus of \$90M to be invested in CGC program and services and \$40M is being retained as a contingency fund. There was a lot of feedback from the industry asking for producer refunds. However, the CGA does not allow for producer refunds. As such, the CGC has decided to invest the funds through strategic initiatives under the Surplus Investment Framework.</p> <p>The HSP enhancement was the first investment within the surplus framework with Falling Number and DON testing results being provided to producers. Further consultation on other initiatives will be forthcoming. In conclusion, Jon added that the Project Management Office has been established for which a manager has been hired. Staff are now being hired in order to staff this office.</p>
7.16	<p>Finance – CFO, Cheryl Blahey / Chef de la direction financière, Finances</p> <p>The Deputy Head approved a \$75M budget this year. Some surplus funds are starting to be spent on Harvest Sample Program. Some of the leasehold projects that are behind may not see the full realization of this year's budget. No longer adding to the surplus. 34.4MT forecast seems to be true to reality. We are spending on a monthly basis what we said we were going to and we are in line with last year's spending. User Fees formula appears to be working as we aren't accumulating any more surplus. Amending our reports to ensure all surplus spending is being captured.</p>
7.17	<p>Grain Research Laboratory – Director, Stefan Wagener / Directeur du Laboratoire de recherches sur les grains</p> <p>A lot of GRL's work is presently focused on the Harvest Sample Program. Roughly 10,000 samples are processed this year. Quality started off very well however; things have changed because of weather. Elevators are now participating in the HSP. Analytical data is being compiled for the upcoming new crop missions. There is an annual cut-off date for new crop mission data generation is coming up very soon. This will provide an interesting conundrum for the CGC as the first part of the crop was of high quality while what's coming off the field now is of lower quality. We are still gathering samples and may not be in a position to truly convey (Crop Missions) what this year's crop quality is going to be because of this.</p> <p>Plant breeder work will soon be commencing as the CGC assesses the quality evaluation.</p> <p>Pilot projects in Prince Rupert: Jocelyn noted that currently EMC is going over the analytical onsite services proposals. What is the business case and what are the needs assessment. If we were to go forward with the PR project and we saw a drop in surplus funding, we really need to have a look at these things. Our commitment to the industry has been that we will consult with the industry. Sequencing decisions and determining where they fit on the scale of priority.</p>
7.18	<p>Human Resources – Acting Director Ruth Moulton / Directrice des Ressources humaines</p>

- Informal Conflict Management System: Regional teams, quarterly calls continue. This is a very effective way of determining resolution to things before they become a bigger problem. National Management – ICMS has been asked to set up a booth.
- PSPM / Gestion du rendement de la fonction publique : Mid-year review have been and will be completed. 81.6% completion rate.
- PS Employee Survey / Sondage auprès des fonctionnaires fédéraux : The 2018 public service employee response rate was 67% despite it being lower than previous survey response rates. The CGC is taking steps to respond to all the various surveys and has established a working group to analyze survey results and make recommendations.
- OL / Langues officielles : There is a greater focus on Official Languages (OL). Carmen Coulombe-Tetrault is on a one year secondment; confirming our obligations with respect to the OL Act. Building on our existing OL program to ensure we are capable to delivering on OL best practices. Linguistic profile review of positions to ensure we have the correct compliment of bilingual positions.
- Harassement in the Workplace : Suggestion was put forward to take a closer look at the ICMS program statistics and see how many harassment cases there have been and whether the CGC needs to focus on anything. Focus on harassment in the workplace and whether there are any systemic issues.
- Union representatives commented that there is a rumour that participation in the surveys contribute to an EX's performance pay. PSPM participation will in essence contribute to an EX's performance results. The working group that is in place to review survey results will be a peer led initiative. There has to be an educational component to the benefits and pros and cons.

	<p>Information Management Technology Services – Chief Information Officer, Karl Daher / Dirigeant principal de l’information, Gestion de l’information et services de technologie</p> <ul style="list-style-type: none"> • Strategic Plan – survey that IT implemented. 55 responses were received. Our goals with these suggestions ; replacement of FTP service; 24/7 IT support; implementation of e-services; implementation of instant messaging; provision of training were some of the themes. • A reply to each individual will be provided in GConnex. Feedback will be used to construct a plan which will go to EMC and the Commission for approval. • DTEK switch- mandatory deadline to switch over to Bell by February 2019. • Windows 10 – mandatory deadline by July 2019. • Cyber Security Awareness Month
7.20	<p>Industry Services – Director, Nathan Gerelus / Directeur des Services à l’industrie</p> <p>Harvest quality crop update was provided by Nathan Gerelus. New print standards for lentils and peas and soybeans will be brought forward at the grain standards committees.</p> <p>Nathan Gerelus updated members on recent staffing changes.</p> <p>Staffing actions are planned for throughout Industry Services.</p> <p>GIDP trackers so that we have a good sense of where all of our trainees are and looking at the metrics. 58 people have been hired since inception of this program. Roughly 60% of the 58 remain active within the program. Graduations have occurred. When departures occur, management conducts exit interviews to understand the drivers behind the departure and update the program as necessary.</p> <p>Wheats of Other Classes (WOOC)s : This is something that has been raised at every employee engagement meeting by grain inspectors. Evidence based analysis has been gathered and we are now ready to present to the Commission. IS management is putting together a plan to consult with the industry.</p> <p>Wheat Class Modernization : 25 varieties have moved over to the CNHR class as well as five varieties to the CSPA class. The transition period for the industry will end on December 31, 2018. In the East; there remains an interest to modernize the wheat classes.</p> <p>Grain Grading Modernization: This is a multi-year active engagement process with the industry to modernize the grading system.</p> <p>Decimal precision points : much coordination has occurred to synchronize the LOA’s, SOA’s, OGGG, and Oscar for consistent and uniform decimal precision points. Target to be completed January 2019.</p> <p>Commercial Cleanliness : Questioning the system of commercial cleanliness with the aim of ensuring consistency around the world.</p> <p>FUS/Heat Stress/Frost : The study with the GRL continues.</p> <p>Catalogue SOA’s and LOA’s review : The CGC is conducting a review of the approved list of cargo statements. The industry has been advised. The review will look at content, format, and processes. Target of August 1, 2019.</p>

Weighing : Chris Foster is leading a re-work of weighing standard that apply at terminals. Improved communication and improved acceptance of new processes.

ISDocs : 17,300 documents issued last year.

Licensing : Issued approximately 500 licenses to roughly 330 licensees.

Lentils/peas : non-tariff barriers in India have posed some issues to licensees.

Hamilton office : office is open and is fully functional.

Process verification and accreditation unit : HACCP received international benchmarking against the Global Food Safety Initiative (GFSI) Which will add value to the program.

ISO Transition audit moving over to ISO 9001:2015.

CUSMA: The CGC has been supporting the Government of Canada on renegotiation of the North American Free Trade Agreement. US wheat will be allowed to receive a Canada grade provided it is a registered wheat variety in the Canadian system. CGA changes will be required for implementation.