

Operations Branch Union Management Consultation Committee (UMCC)

Wednesday, May 29th, 2019

9:00 am – 12:00 pm

at CFIA Headquarters, 1400 Merivale Road,

Ottawa, Ontario

Conference Boardroom (T3-1-351)

Attendees

Co-Chairs:

Fabian Murphy (PSAC) / Chair

Theresa Iuliano (CFIA)

Hussien Bashah (PIPSC) (CFIA - VM)

Canadian Food Inspection Agency (CFIA):

Theresa Iuliano, Vice President, Operations Branch, CFIA

Marie-José Loffredo, A/Executive Director, Strategic Direction and Horizontal Policy

Richard Arsenault, Inspector General, Inspector General Office

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, A/Executive Director, Inspection Support

Scott Thompson, A/Executive Director, Business Resource and Management Office

Brenda Dagenais, Director General, Collective Bargaining & Labour Relations Directorate

Public Service Alliance of Canada (PSAC):

Fabian Murphy

Patrick St-Georges

Milton Dyck

Elaine Massie (observer)

Randy Oylnik

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

Hussien Bashah (CFIA - S&A)

Dr. Ayman Soryal (CFIA - VM)

Fred Jamieson (observer)

Stephanie Frechette

David Brown

Krista Puddester

Witold Wince

Houman Vafaie

Secretariat:

Erika Harrison

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

- PSAC requested to add the deferred item "Processing Inspectors doing CVS work" to the agenda
- PSAC, PIPSC and CFIA all approved the RoD from the November 2018 meeting.
- With respect to the November 2018 ROD item, 'Hang Time of Live Turkey', PIPSC stated that issues were reported across the country due to confusion on how vets could enforce new requirements.
- PIPSC will provide VPO with a list of establishments currently unsure of how to enforce hang time of live turkey.
- Resolution to the issues regarding hang time of live turkey requires industry changes.
- Discussions would resume during monthly calls once VPO was able to obtain additional information on the scope of the issues.

Action:

- PIPSC to provide a list of establishments who were unsure how to handle hang time of live turkey file.
- Publish November 2018 meeting minutes.

1. Action Log Review

Summary:

- Assignment Opportunities – CFIA has rolled out a new staffing policy that has been promoted to staff with communication packages.
 - Brenda Dagenais will share the communication package shared with staff with PIPSC and PSAC.
 - HRB is willing to work collaboratively to identify any gaps in the communication packages to ensure staff is well informed.
- Reporting Structure: to be closed.
 - PIPSC intends to bring this item back to the table once they have the information package with the list of issues concerning reporting structures.
- Competency Development Program, PREP discussion to include union introduction:
 - Brenda Dagenais to share additional information following a June 15th, 2019 meeting.
- Barrier Exam: To be closed.
 - The barrier exam has been cancelled.
- Grievance backlog: To be closed.
 - Closed on Ops UMCC action log as discussions continue to take place at HRB UMCC.
- Hang time of live turkeys:
 - PIPSC to provide a list of establishments working to enforce the new regulations.
- Ergonomic Study: Line speed in poultry slaughter
 - International Affairs Branch has been engaged to open the lines of discussion with the US on this subject. These discussions will focus on the clarification of the US expectations.
 - Unions confirmed they are comfortable with this approach and will await feedback and direction as it is received.
- SR classification has been deferred as subject lead was not in attendance.
- CVS update:
 - All indicators were met and project is closed. Additional information on how to document has been included in the guidance and training documents.

Action:

- Brenda Dagenais to share staffing policy communication packages with PIPSC and PSAC.
- After June 15th meeting, Brenda Dagenais will share updates regarding new employees introduction to the union(s).

- Meat SIP updates to be shared during the Fall Ops UMCC 2019 meeting.
- PIPSC to discuss veterinary designations in the OGE as an agenda topic at the next monthly call.

2. Veterinary Professional Update

Summary:

- PIPSC expressed that there is a need for better access and structure to veterinary professional updates and training.
- Theresa Iuliano stated that the development of a cohesive learning framework is a priority for the Operations branch. A need for a concerted one agency approach for the formation of a training plan has been identified.
 - CFIA stated there is ongoing work between the Learning Directorate and the OGE to identify basic training needs and outline of learning framework.
 - One focus will be on veterinary training in the food business line and animal health.
 - Veterinarians will be consulted to identify basic and developmental training requirements.
 - HR is also committed to working cohesively to ensure the successful development and roll out of this training initiative.
 - CFIA invited union(s) to participate in the committee created to develop the training requirements and material.

Action:

- CFIA to invite unions to use the NCDCC June 5th meeting to bring forth training recommendations at this time.

3. Staffing Procedures for Veterinary in Charge and Inspectors in Slaughter Establishments

Summary:

- PIPSC identified that some members are frustrated over being asked to find their own replacements for various types of leave (for example: vacation, sick, training, etc.).
- All parties agreed that the replacement of staff is a management responsibility and that employees should utilize the established processes and work with their chain of command.

Action:

- VPO to send guidance reminding employees/managers of the appropriate process for identifying and appointing replacement staff for coverage of leave or other absences.

4. The Effectiveness of Inspection Non-Compliance Reports (INCR)

Summary:

- PIPSC expressed concern over the effectiveness of the INCRs and that the results were not being shared with the originator.
- Strategic Direction and Horizontal Planning has been developing an update for the referral process.
- A national discussion took place the week of May 20th to clarify each function at each level involved in the INCR process. An effort to reinforce the referral process is underway.
- CFIA confirmed that they are committed to updating the referral processes to ensure that there is a circle back to the referring officer.

Action:

- Updates to be provided as they become available.

5. Update of Work Descriptions

Summary:

- Unions expressed concern over new hires receiving outdated work descriptions.
 - Descriptions have no reference to the new regulations or other commodities (integrated inspection approach).
- CFIA acknowledged that this is an issue and has started to outline the scope of a project that will address these concerns as a national initiative:
 - Stated that the work is not changing but that employees need to see themselves within their work descriptions.
 - Better identify EG3 vs EG4 responsibilities.
- VPO is working to identify an executive for the initiative. Once a DG has been assigned, the unions will be informed and a committee will be formed.

Action:

- VPO to share established HR priority framework with union(s).

6. CVS– deferred item

Summary:

- Originally a deferred item because the issues are localized in the western area. It was agreed during opening remarks that it would be discussed during this Ops UMCC meeting.
- PSAC is concerned that work originally assigned to EG04's has now been assigned to the EG03's.
- CFIA confirmed that they hear and understand their concerns, and committed to booking an adhoc meeting to focus discussions on this issue.

Action:

- Kelvin Mathuik to book an adhoc meeting with Fabian Murphy

7. Roundtable

- PIPSC stated there is concern with members over rumours that CFIA is not backfilling positions while the Agency waits to implement MSIP before staffing.
 - Continued discussions with Jag Dhanda to take place to address and alleviate concerns.
- Theresa Iuliano informed the table that the Operations branch is undergoing reorganization in the fall. Communication and employee engagement will begin in June. Theresa Iuliano committed to sharing and discussing the communication package during a monthly call prior to sharing the material with employees.
- Fabian Murphy requested a review of the committees and sub-committees to ensure they are all being utilized effectively.
- Union(s) would like to discuss a perceived decreased in staffing efforts. They would also like to encourage managers to allow for virtual work and remove geographic restrictions from staffing actions in the NCR.
- Kelvin Mathuik looks forward to setting up discussion with Fabian Murphy around CVS.

Action:

- PIPSC to bring staffing action geography limitations to next UMCC.
- PIPSC and PSAC to provide a list to VPO of all committees they are currently involved.

Signed by:

Hussien Bashah
Professional Institute of the Public Service of Canada

Theresa Iuliano
Vice-President
Operations Branch

Fabian Murphy
Public Service Alliance of Canada