

**Minutes of the Union - Management Consultation Committee (UMCC) Meeting  
Canadian Pari-Mutuel Agency and the Agriculture Union, PSAC**

**July 3, 2014**

**In Attendance:**

Mr. S. Suttie  
Executive Director  
Canadian Pari-Mutuel Agency, AAFC

Mr. F. Murphy  
1<sup>st</sup> National Executive  
Vice-President  
Agriculture Union, PSAC

Ms. S. Dubreuil  
Director, Operations  
Canadian Pari-Mutuel Agency, AAFC

Mr. Patrick St-Georges  
Labour Relations Officer  
Agriculture Union, PSAC

Ms. H. Hay  
Senior Labour Relations Advisor  
Human Resources Directorate, AAFC

Minutes prepared by: Ms. K. Dicaire  
Executive Assistant to the Executive Director  
Canadian Pari-Mutuel Agency, AAFC

**Review of previous minutes**  
Reviewed October 23, 2013 minutes.

**Update on the Workforce Adjustment**

Management provided union with an update on the status on all the employees who were impacted by the CPMA's WFA process. All situations have now been resolved.

**Ontario Update**

Race dates are down substantially from pre-SARP (Slots at Racetracks Program). The Ontario government has committed \$500M over 5 years, offering some longer term stability in the industry in the province. Some Ontario tracks have also formed an alliance, with Woodbine being the single betting permit holder and single pool host and other associations operating as betting theatres. This is only with respect to pari-mutuel betting. They will remain as race tracks in the eyes of the Ontario Racing Commission (ORC) i.e., individual racetrack will still operate as the race host. Woodbine has also won the contract with ORC to be the single betting theatre operator in the province. Together, this is expected to significantly reduce administrative costs for both the tracks and the Agency.

### **CPMA Financial situation**

Pari-mutuel betting on horse racing continues to decline resulting in the continued reduction in CPMA's revenue (4.9% decrease in last fiscal). We expect that trend to continue and revenues are projected to fall below \$10M this fiscal. However, expenditures have been reduced significantly due to a number of factors – biggest being the reduction in race dates in Ontario which resulted in decreases in drug control costs (e.g., blood and urine samples collected, shipped and analyzed 26%) and the decrease in salaries following the work-force adjustment exercise. Management continues to tightly control expenditures. With a shift to a national approach to pari-mutuel betting supervision, individual regional offices are no longer required. Management is looking at options to move staff into existing AAFC space in Burnaby and Montreal, and in Toronto with the ORC, at a much lower cost.

The new analytical contract which will come into effect March 2015 will have impact on CPMA finances, as the cost for this contract is expected to rise.

Accordingly, the Agency is now in a surplus position and looks to be financially more stable, at least for the foreseeable future. Unknowns at this point are continued decline in revenue and sample analytical costs as we are in the process of negotiating a new contract.

### **National Operations Meeting – Ottawa June 17<sup>th</sup> and 18<sup>th</sup>**

Due to financial constraints, field staff had not met in-person for several years. The purpose of this meeting was twofold – 1<sup>st</sup> was to address a number of corporate training initiatives (Performance Management, BP2020, Values and Ethics and the new Shared Travel System) and 2<sup>nd</sup> was to discuss the vision and implementation of the new operational model.

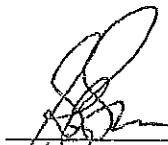
CPMA continues to implement the new operational model in a phased-in process. Management committed to engaging with employees to help shape the development of the four components of the new model. Engagement activities will include monthly calls with Agency Officers throughout the year. Steve also indicated that he plans to take a more active role in engaging Agency Officers and will be regularly inviting feedback from them.

### **Organizational Review**

CPMA is working with HR to conduct an organizational review which will include a review of job descriptions to ensure they are up to date and properly classified. Steve is hoping to have the review complete this fiscal year. Any changes will be discussed with the Union.

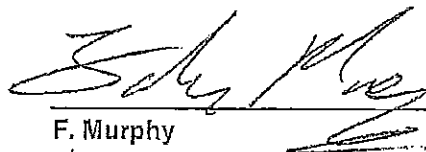
**Scheduling of Agency Officers:** Historically, Agency Officers have been subjected to fluctuations in their schedules due to busy and quiet periods in the horse racing industry. Management would like to minimize schedule fluctuations by proposing winter and summer schedules with few changes. In quieter periods, Management is proposing to engage Agency Officers on special projects (developing training, developing systems, etc.) The Union will be kept apprised as this develops.

**Next Meeting:** June 2015



---

S. Suttie  
Executive Director  
Canadian Pari-Mutuel Agency



---

F. Murphy  
1<sup>st</sup> National Executive Vice-President  
Agriculture Union

