

Minutes as at 8 May 2008

MINUTES OF REGIONAL LABOUR-MANAGEMENT CONSULTATION COMMITTEE MEETING

April 6, 2009 – Teleconference

Participants:

Mike Styre, Regional Director General, Prairie Region
Bill Axten, Alternate/Director, Southern Alberta District
Yvonne Bremault, Director, Planning & Program Integration
Jim Clark, Director, Trade Compliance
Larry Conn, Director, Southern Manitoba District
Kevin Dunbar, Director, Intelligence
Kim Fussey, Director, Inland Enforcement
Donna Gagnon, Branch President, Alberta, CIU
Lisa Laurencelle-Peace, Manager, Regional Labour Relations
Brea Lewis, A/Branch President, Saskatchewan, CIU
Jeff Lovegrove, Branch President, Manitoba, CIU
Wendy Mitchell, Director, Human Resources
Mike Shoobert, Director, Saskatchewan District
Mike Skappak, Director, Investigations
Craig Watson, Director, Winnipeg & Northwest Territories District
Eva Weckl, Director, North Central Alberta District

Regrets:

Lee Bettencourt, Employment Relations Officer, Prairie Region, PIPSC
Grant Boland, ACFO
Scott Chamberlain, ACGO
Al Cody, Director, Southern Alberta District; Alternate – Bill Axten

Invited Guests:

Kelly Bishop-Sesak, Administrative Assistant, Labour Relations
Glenda Caliguiri, Regional ICMS Advisor
Steve Pellerin-Fowlie, ^{3rd} National Vice-President, CIU

Opening Remarks – Meeting Chairperson (Donna Gagnon)

The Branch President, Alberta, CIU welcomed all. Regional Director General remarked that there will be some challenges moving into 2009/10. CBSA must operate within budget allocations and will be working with a new collective agreement. The budget will be an ongoing challenge and may impact operations. Both parties renewed their commitment to working together through these challenges.

AGENDA

The Regional Director General reviewed the agenda items for this meeting.

Minutes as at 8 May 2008

REVIEW of the November 13, 2008, RLMCC Meeting Minutes

The Regional Director General led the review of the meeting minutes and the committee was in agreement with the contents.

- **Item Status:** Closed
- **Item Lead:** Regional Director General

NEW BUSINESS

- **Informal Conflict Management System (ICMS)**

Glenda Caligiuri presented the Regional ICMS Report for fiscal year 2008/09. The ICMS priorities of promoting the program and building awareness, developing a coaching network and building and developing links and partnerships were a resounding success. Twenty-three awareness sessions were delivered with 230 participants attending and 15 coaches have been trained within the region. One hundred and twenty-four employees individually accessed services and approximately 140 specific client services were provided. Glenda has reaffirmed her commitment to creating awareness, developing the coaching network and supporting the management and employee team. Donna Gagnon and Yvonne Bremault remain committed to working with Glenda on the advisory committee. Glenda appreciates the feedback. Regional Director General encourages the promotion of the ICMS program and encourages management to contact Glenda if interested in any of the products. The Branch President, Alberta, CIU, wants to add her voice and support the program. She also wants to thank the coaches for helping to make the program a success.

- **Item Status:** Closed
- **Item Lead:** Glenda Caligiuri, Regional ICMS Advisor

- **Staffing of CR 03 and CR 04 positions**

The Branch President, CIU, Manitoba had concerns with the CR 03 Mail room clerk position being staffed on a temporary basis. He was also concerned with the CR 04 Fleet asset position which is not being staffed. The Director, Planning & Program Integration remarked that it is a challenge to fill the CR 03 position as it is considered entry level and people move on to different positions. In November of 2008 the position became indeterminately available and the position was offered to an individual in the BIS pool. The individual was on maternity leave and will return and subsequently start in the position on April 20, 2009. The Director, Planning & Program Integration also remarked that PPID is currently overstaffed for administrative positions. The local manager will be conducting a review of the workload, but there is currently no intention of staffing the CR 04 position indeterminately. The Director, Planning & Program Integration will let the Branch President, CIU, Manitoba know in mid-May how the workload of the CR-04 Fleet Asset position will be reassigned. The Regional Director General stated that if a temporary agency is used for longer than 3 months, he will update the union on the situation.

- **Item Status:** Open
- **Item Lead:** Regional Director General; Director, Planning and Program Integration Division

Minutes as at 8 May 2008

- **Trade Reorganization (Centers of Expertise Model)**

The Director, Trade Compliance remarked that at a National level the studies are resting with key policy areas and that they are reviewing it to determine whether or not there is support. There has been no National decision as it is still in the study phase. The Director stated that we are currently looking at increasing our specialists regionally and that once management has had a chance to look at everything, consultation will be held with staff and the union. Updates have been on the website and in the annual reports and the Director hopes that everybody feels informed. The Director, Trade Compliance wants to ensure the region starts positioning itself to ensure long term program existence. The Branch President, CIU, Manitoba is in agreement. Regional Director General is in agreement and will push for an update at the national level. Item to be kept on the agenda and union to be kept informed of any developments.

- **Item Status:** Open
- **Item Lead:** Regional Director General; Director, Trade Compliance

- **Back Pay for Meal Periods**

The Branch President, CIU, Manitoba would like to know whether there will be back pay for meal periods. Regional Director General stated that the policy became effective September 28, 2008 and that there will be no retroactivity. Due to the implementation of some items ahead of time, many areas are paid up. The Branch President, CIU, Alberta stated that we're fortunate to have some very progressive management and agrees that her area is paid up. The Manager, Regional Labour Relations cited a National response to these grievances and stated that they were denied on the basis that the employee was not required to remain in the workplace. Steve Pellerin-Fowlie, 3rd National Vice-President, CIU was not aware of the response but will look into it.

- **Item Status:** Closed
- **Item Lead:** Director, Human Resources

- **VSSA Application**

The Branch President, CIU, Manitoba would like to hold local consultations to discuss the application of the VSSA's. The Director, Human Resources stated that a copy of the new Collective Agreement was only received last week, and have not yet had training on interpretation. It is a priority and there will be consultation once the training is completed. The Branch President, CIU, Manitoba would like to be proactive to avoid problems, Regional Director General agrees. Will get back to the Branch President, CIU, Manitoba with the time frame for the training and keep the union in the loop.

- **Item Status:** Open
- **Item Lead:** Director, Human Resources; Regional Director General

- **Lawyers and Arming**

The Director, Human Resources has indicated that it is referenced in the policies that lawyers will be reimbursed in the event that there is an incident where the employee is deemed to have acted within the scope of their duties. The Director, Planning and Program Integration also stated that the revised indemnification and legal assistance policy should be up on the intranet site shortly. As a result of

Formatted: Indent: Left: 0 cm

Formatted: Font color: Black

Formatted: Font color: Black

Minutes as at 8 May 2008

concerns, the policy is being updated. Steve Pellerin-Fowlie, 3rd National Vice-President, CIU, is concerned about what would happen if there was an incident today. Regional Director General indicated that we would follow the arming policy which is currently in place. He also indicated that he will look into the possibility of developing a flow chart so officers know, at a glance, what to do in the event of an incident. The Director, Planning and Program Integration and the Director, Human Resources do not anticipate a list with legal providers in the new policy but rather a statement regarding the reimbursement of legal fees in the event of an incident. The Branch President, CIU, Alberta, stated that members are feeling insecure and that she would like this matter acted upon as soon as possible. Regional Director General and Branch President, CIU, Alberta agreed to work cooperatively to try and resolve the matter. Regional Director General to follow-up at the National level and speak with George Young, Regional Arming Coordinator.

- **Item Status:** **Open**
- **Item Lead:** **Regional Director General; Director, Planning and Program Integration**

• **Face to Face RLMCC**

A/Branch President, Saskatchewan, CIU would like some detail on the intent of face-to-face meetings and teleconference meeting and to discuss the schedule for the upcoming year. Regional Director General re-confirmed his commitment to holding 2 face-to-face meetings and 2 teleconference meetings annually. He will cover the costs for his management team so long as the union continues to cover the costs for the Branch Presidents. Has also reconfirmed to respect everybody's jurisdiction and meet in all provinces. A/Branch President, Saskatchewan, CIU would like to rotate the face-to-face meetings between Calgary, Regina and Winnipeg and the Regional Director General is in agreement. Commitment made to hold next face-to-face meeting in Regina, in the end of September. Teleconference to be held in June.

- **Item Status:** **Closed**
- **Item Lead:** **Regional Director General**

ROUNDTABLE

Retirements – Regional Director General thanks Larry Conn, Kevin Dunbar and Eva Weckl for all of their hard work and dedication and wishes them the best in retirement. Donna Gagnon, the Branch President, CIU, Alberta also thanks them and wishes them all the best in retirement. Eva Weckl, Director, North Central Alberta District wishes the committee the best and thanks Donna for all of her support. Regional Director General will announce their replacements during the conference call in June, 2009.

Union Management Relationship - Steve Pellerin-Fowlie, 3rd National Vice-President, CIU, wanted to state that Prairie Region has one of the better union-management relationships across the union and the country.

CLOSING REMARKS

In conclusion, the Chairperson expressed appreciation to those who participated and appreciated the discussion. The next meeting to be held via “teleconference” and will be chaired by Management.

Formatted: Border: Top: (No border)

Formatted: Border: Top: (No border)