

DRAFT

Minutes of the Regional Labour-Management Consultation Committee Meeting Prairie Region

December 9, 2009 – Winnipeg MB
Teleconference

Participants:

Mike Styre, Regional Director General, Prairie Region
Kevin Hewson, Director, Southern Alberta District
Kim Fussey, Director, Inland Enforcement
Paul Dumouchel, Director, North Central Alberta District
Donna Gagnon, Branch President, Alberta District, CIU
Mike Skappak, Director, Investigations and Intelligence
Lisa Laurencelle-Peace, Manager, Regional Labour Relations
Jim Clark, Director, Trade Compliance
Brea Lewis, A/Branch President, Saskatchewan, CIU
Jeff Lovegrove, Branch President, Manitoba, CIU
Barry Lutz, Director, Winnipeg & Northwest Territories District
Darlene Klips, A/Director, Southern Manitoba District
Wendy Mitchell, Director, Human Resources
Mike Shoobert, Director, Saskatchewan District
Yvonne Brémault, Director, Planning & Program Integration Division

Regrets:

Ernie McLean, Employment Relations Officer, Prairie Region, PIPSC
Grant Boland, ACFO
Scott Chamberlain, ACGO

Invited Guests:

Steve Pellerin-Fowlie, ^{3rd} National Vice-President, CIU

Opening Remarks and Greetings from the Chairperson (Mike Styre)

Mr. Styre performed a roll call and welcomed each individual member to the meeting.

AGENDA

Mr. Styre noted that two items would be discussed today:

- 1) Health Assessments
- 2) Accommodation - study

REVIEW of the October 7, 2009 RLMCC Meeting Minutes

The Regional Director General led the review of the meeting minutes and the committee was in agreement with the contents. Director Mitchell indicated that the minutes would be posted on the regional website once finalized.

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

OLD BUSINESS

- ***Public Service Employment Survey (PSES)***

Mr. Styre requested that each Manager choose three priorities at their sites to post on their regional website. It will be determined which items will have a greater positive impact for the Agency. Director Mitchell noted that from a regional perspective Human Resources is addressing issues regarding monitoring and developing a tool for applying on competitive processes to increase employment awareness.

Director Clark stated that local Vice President, Kelly MacKenzie participated in Trade Meeting.

Alberta President Donna Gagnon advised that consultations were occurring in Alberta which will lead to formulating plans.

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

- ***Doubling Up***

Director Brémault provided information from the November 6th meeting. Consultants from Stantec will be dealing with the issue in two phases. They will begin by touring the sites, and then return to the table to discuss the following steps. The second phase will be the review of sites by appropriate specialists. A report will be issued sometime around the end of this fiscal, or beginning of next fiscal year. Day-to day operations will not be interrupted by site visits and the first two sites scheduled to be assessed are in Saskatchewan. Details will be provided as they are known.

- Item Status:** Open
- Item Lead:** Director, Planning, Programs and Integration

NEW BUSINESS

- ***Category III Medical Assessments***

Bryan Lang, Manager, Training and Learning led the discussion on the Category III Medical Assessments. The Agency launched the process on November 30th, 2009. The objective is to have all Enforcement which include Criminal Investigation, Intelligence and Inland Enforcement undergo this assessment. A physician is to complete a medical assessment through the employee's own family doctor or a walk-in clinic and a Health Canada nurse will complete the vision and hearing portion of the assessment. The completed information will be sent to Health Canada for review. Training & Learning Manager, Bryan Lang, noted that an information package with a specialized form and letter will be provided to each staff member undergoing the assessment. There are questions and answers on the website that addresses issues related to accommodation.

Director Mitchell stated that a briefing has been provided to Mr. Moran, National President, PSAC. Mr. Styre and Director Mitchell confirmed that employees will be given appropriate time to attend appointments to complete the assessment. Any additional questions can be forwarded to Bryan Lang.

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

- ***Accommodations***

Mr. Styre informed members that the Consultant had visited specific sites as part of the national BFOR study. A representative from CIU and the CBSA had accompanied the consultant on the visits. Mr. Styre explained that there are specific timelines for completing the study. Alberta President Donna Gagnon confirmed this and advised that the CIU would cooperate with the consultant in the workplace. She noted that some concerns were raised from members that decisions have been made regarding the BFOR. Mr. Styre indicated the BFOR will be the prescription for our current and future accommodations. The goal is to remain gainfully employed once the parameters are set out. 3rd National Vice-President Steve Pellerin-Fowle indicated that there no further updates on the accommodation committee. Alberta President Donna Gagnon stated that work will need to be done to carefully communicate and manage the roll out to employees.

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

ROUNDTABLE

General good wishes were shared amongst all for the upcoming Holiday Season. No items or concerns were raised.

Mr. Styre thanked everyone for their participation at face to face meetings and on the conference calls. It has been an interesting year with budgets and VSSAs.

CLOSING REMARKS

In conclusion, the Mr. Styre expressed appreciation for all those that participated in the meeting. The next face to face meeting will occur between April and June 2010.