

Minutes as at 8 May 2008

MINUTES OF REGIONAL LABOUR-MANAGEMENT CONSULTATION COMMITTEE MEETING

June 26 April 6, 2009 – Teleconference

Participants:

Mike Styre, Regional Director General, Prairie Region
Bill Axten, ~~A/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

~~Fred Furlong, A/Director, North Central Alberta District~~

Donna Gagnon, Branch President, Alberta, CIU

~~Kevin Hewson, Invited Guest~~

~~Mark Kapiczowski, A/Director, Intelligence~~

Lisa Laurencelle-Peace, Manager, Regional Labour Relations

~~Bob Ledoux, A/Director, Trade Compliance~~

Brea Lewis, A/Branch President, Saskatchewan, CIU

Jeff Lovegrove, Branch President, Manitoba, CIU

~~Barry Lutz, A/Director, Winnipeg & Northwest Territories District~~

~~Craig Mackie, A/Director, Southern Manitoba District~~

~~Wendy Mitchell, Director, Human Resources~~

~~Wayne Brown~~~~Mike Shoobert, Chief Director~~, Saskatchewan District

Mike Skappak, Director, Investigations

~~Doug Tisdale, A/Director, Planning & Program Integration~~

~~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

~~Yvonne Bremault, Director, Planning & Program Integration; Alternate – Doug Tisdale~~

Scott Chamberlain, ACGO

~~Jim Clark, Director, Trade Compliance~~

Al Cody, Director, Southern Alberta District; Alternate – Bill Axten

~~Mike Shoobert, Director, Saskatchewan District; Alternate – Wayne Brown~~

Invited Guests:

Regional Labour/Management Consultation Committee meeting June 26 April 6, 2009

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Kelly Bishop-Sesak, RLMCC Coordinator, Administrative Assistant, Labour Relations
Paul Dumouchel, Future Director, North Central Alberta District
Kevin Hewson, Future Director, Southern Alberta District

Glenda Caligiuri, Regional ICMS Advisor
Steve Pellerin-Fowlie, 3rd National Vice-President, CIU

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Opening Remarks – Meeting Chairperson (~~Mike Styre~~ Donna Gagnon)

The Branch President, Alberta Regional Director General, Mike Styre, CIU welcomed everyone. The Regional Director General welcomed Paul Dumouchel and Kevin Hewson. He remarked that 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 who will be joining the management team as Directors in July, and thanked them for participating on the call.

AGENDA

The Regional Director General reviewed the agenda items for this meeting. Donna Gagnon requested that the Administrative Function Review be added as an agenda item.

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REVIEW of the ~~April 6~~ November 13, 2008, 2009 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

~~OLD~~ NEW BUSINESS

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• 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.

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- **Item Status:** ~~Open~~ **Closed**
- **Item Lead:** ~~Glenda Caliguiri, Regional ICMS Adviser~~

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

~~As a follow up to 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. Further to Jeff Lovegrove's concerns within regards to the CR03 Mail room clerk position being staffed on a temporary basis. He indicated that he had ~~has been~~ provided an update by local management and understands updated and has a better understanding of what took place. The CR 03 position has been staffed indeterminately. This item is now closed.~~

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

- **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.~~

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~~Bob Ledoux, A/Director, Trade provided an update that he ~~Bob Ledoux~~ has been consulting with officers and is currently working on the second draft of the reorganization models. He also stated that ~~and~~ the second round of consultations has been completed. ~~taken place.~~ Jeff Lovegrove, CIU, has a better understanding of what is taking place but feels that everything has been put on hold. Jim Clark will provide Jeff Lovegrove with a copy of the draft once complete.~~

- **Item Status:** **Open**

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□ **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 sited 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, 2nd National Vice-President, CIU was not aware of the response but will look into it.

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□ **Item Status:** Closed

□ **Item Lead:** Director, Human Resources

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• **VSSA Application**

The Director, Human Resources updated the committee that Corporate Labour Relations has 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.

Wendy provided an update that Corporate LR has forwarded put forth the questions related to surrounding Appendix B to the Treasury Board Secretariat (TBS). Once the interpretation is provided, she will get back to the Union. The interpretation will be shared on a national basis. Nationally, Corporate Labour Relations R is aware of the urgency as VSSA's are currently being negotiated. Jeff Lovegrove inquired about retroactivity regarding the VSSA's which have already been signed pending the interpretation. All were in agreement that the issue will have to be revisited once the interpretation is received from TBS.

□ **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 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

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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.

Jeff Lovegrove provided an update that the National CIU Union is working on developing a list of lawyers to draw on in the event of an incident. ~~should a lawyer be required.~~ He also advised that TBS is responsible for the cost of the lawyer.

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

NEW BUSINESS

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

The results from the PSES have been released and the CBSA will be focusing on specific areas of concern, for example, Employee Engagement, Leadership and Employee Learning and Performance Management. ~~separate ten (10) the CIU at RMC, it was determined that for the ten (10) different divisions/districts identified within the survey, individual plans will need to be established to address the areas of concern. In consultation with the CIU, union, Mike Styre would like to come up with some meaningful objectives by fall, for each division. The Wendy Mitchell, Director, Human Resources stated that one of the tools they are looking at utilizing is the Joint Learning Program (JLP) workshops. Jeff Lovegrove stated that tentative dates have already been set for JLP sessions to be held in Southern Manitoba District (SMD). Once a facilitator has been assigned, Jeff and Darlene Klipps will work on setting a firm date. Donna Gagnon, Alberta President, CIU was wondering if the PSES results could be further disseminated by concerns and area. Wendy Mitchell has already inquired and the results can not be further subdivided. Mike Styre will be assigning an individual to start the dialogue and begin work with local Management teams and the Union Presidents by the end of July, 2009. Mike Styre recognizes that some of the results have digressed in 2008. Styre highlighted~~

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

• **Shift Scheduling**

Mike Styre, Regional Director General stated that Mike Skappak, Director, Investigations has done an analysis of the shift scheduling across the region, as a result of concerns from management regarding the efficiency of shifts and tight budget constraints. Mike Skappak presented a "snapshot" of his analysis at the RMC. Some work regarding the efficiency of shifts needs to be done in Edmonton, Calgary and Winnipeg. Mike Skappak stated that he had the support of the Union during the analysis and that it was ~~he~~ appreciated ~~it~~. In some areas, such as the international airports, improvements can be made to make the schedules more efficient. This may also result in the addition of new shifts at some locations. If required, the additions would be done locally and in consultation with the Union. Mike Skappak would like feedback from the Union in this regard. He will be providing the Superintendants and Chiefs with guidelines on to follow, in regards to proper sscheduling, Overtime T-scheduling and seasonal differences. Mike Skappak will be separating breaking this information down by district and area, and would like input on how the Union would like to be involved.

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Donna Gagnon stated that VSSA's are very near and dear to the memberships hearts and that if anything changes we need to get the VSSA committees identified and up and running to be able to deal with the changes. Mike Styre stated that he thought the VSSA committees were up and running in each area. Donna Gagnon responded that the criteria from Mike Skappak's analysis should be addressed by these joint committees and each recommendation should be looked at. Mike Skappak also advised that small ports weren't going to be part of the analysis, only the larger ports. Mike Skappak and Donna Gagnon agreed that they should sit down and start looking at the results. Mike Skappak has not completed his analysis at some of the land border sites. Mike Styre agreed that we should proceed with discussions and negotiations and that Edmonton and Calgary need to be looked at first, as there is lots of overtime being offered in these areas.

Paul Dumouchel stated that he looks forward to working with Donna Gagnon and Mike Skappak on this and inquired about the time frames for implementing new arrangements. They agreed that the above two (2) sites should be a priority and would like to have things settled by the end of August. Mike Styre stated that he would like to see Paul Dumouchel, Mike Skappak and Donna Gagnon meet in the next couple of weeks to discuss the next steps. Donna Gagnon is in agreement with this. Steve Pellerin-Fowlie, 3rd National Vice-President, CIU stated that he appreciates the need for efficiencies but that this can be frustrating, he stated that there are few things more important to the members than the VSSA's as they affect members lives and schedules. Brea Lewis, Saskatchewan President, CIU stated that this is related to the lack of interpretation from Corporate Labour Relations R-regarding the VSSA's. Mike Styre stated that the VSSA's have been around for while and that only a few changes will need to be made to the VSSA's to make them more efficient. He stated that he understands the importance of the VSSA's to the membership but that he is ultimately accountable and that these have not been looked at close enough in the past. He understands that this is not trivial and hopes that union and management can come to an agreement once the committees have had a chance to meet. Steve Pellerin-Fowlie stated that seniority and its relationship to Appendix B of the new collective agreement haven't been properly applied and that the Prairie Region is the only region using this interpretation. Wendy Mitchell stated that the interpretation was discussed on a National conference call and our region is applying seniority as per the National direction. It is not a regional policy, rather National direction. Mike Styre agreed to look into this matter with his colleagues in other regions. He acknowledged the challenges and stated that management is committed to working with the VSSA committees. He agreed that we should start the process and proceed cautiously.

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

- **Administrative Function Review**

The Wendy Mitchell, Director, Human Resources advised that employees impacted by the review have been presented with their new work descriptions. She also advised that the region has reviewed all of the positions and a proposal has been sent to Corporate Classification for their review. Donna Gagnon, Alberta President, CIU inquired about what the proposal looked like. Mike Styre, Regional Director General stated that he would follow-up with Headquarters to see if he could share the proposal with the Union Presidents. Steve Pellerin-Fowlie, 3rd National Vice President, CIU as asked if the Regional Intelligence Officer (RIO) positions are going to be changing. Mark Kapiczowski, A/Director, Intelligence stated said that he was not aware of this, not that he was aware of, but that Headquarters is looking at the issue. Steve Pellerin-Fowlie stated that he was surprised to hear this at the Regional level as he heard that the RIO job description change was imminent. Mike Styre confirmed that he had not seen anything regarding the job description or policy. Donna Gagnon inquired as to whether there would be an impact on people who were already armed. Steve Pellerin-Fowlie stated that there hadn't been any information at the National RLMCC, but that managers and the union at the National level had discussed substantial changes. Mike Styre agreed to contact

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Headquarters about the situation and agreed to update keep in touch with the Union Presidents regarding this issue.

Item Status: Open

Item Lead: Donna Gagnon, Alberta President, CIU; Regional Director General;

◆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

Donna Gagnon extended a warm welcome to new directors Paul Dumouchel and Kevin Hewson.

Jeff Lovegrove advised that only when changes are to be made to the VSSA's are the committees struck and operational.

Steve Pellerin-Fowlie inquired as to whether the Region was having problems engaging contractors surrounding the issue of doubling-up and modifications to some of the smaller ports. Mike Styre and Doug Tisdale, A/Director, PPID agreed to look at what our region is committed to as far as infrastructure is concerned. Jeff Lovegrove wanted it noted that in Southern Manitoba District, the Americans are replacing old ports and replacing them with new ports. Mike Styre stated that he is aware of the situation and the stimulus on the American side and that the capitol to fix ports is approved at the National level. He also stated that port replacements won't be the same on the Canadian side. Doug Tisdale agreed to check the list and update Mike and the Union Presidents.

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

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In conclusion, the Chairperson expressed appreciation to those who participated and ~~for appreciated~~ the discussion. ~~He wished everyone a good~~ He wished everyone a good ~~The next meeting to be held via~~ The next meeting will be a face-to-face meeting in Regina, and will be held in Regina, tentatively ~~"teleconference" and will be chaired by Management. He encouraged all to enjoy their summer.~~ scheduled for the afternoon of October 7, 2009.