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

**June 15, 2010 – Winnipeg, MB**  
*Teleconference*

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**Participants:**

Mike Styre, Regional Director General, Prairie Region  
Kevin Hewson, Director, Southern Alberta District  
Paul Dumouchel, Director, North Central Alberta District  
Donna Gagnon, Branch President, Alberta District, CIU  
Mike Skappak, Director, Investigations and Intelligence  
Jim Clark, Director, Trade Compliance  
Brea Lewis, Branch President, Saskatchewan, CIU  
Jeff Lovegrove, Branch President, Manitoba, CIU  
Barry Lutz, Director, Winnipeg & Northwest Territories District  
Darlene Klips, Director, Southern Manitoba District  
Wendy Mitchell, Director, Human Resources  
Mike Shoobert, Director, Saskatchewan District  
Yvonne Brémault, Director, Planning & Program Integration Division  
Lisa Laurencelle-Peace, Manager, Regional Labour Relations  
Kim Fussey, Director, Inland Enforcement  
Steve Pellerin-Fowlie, 3<sup>rd</sup> National Vice-President, CIU

**Regrets:**

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

**Invited Guests:**

George Young, Regional Arming Coordinator

***Opening Remarks and Greetings from Chairperson (Mike Styre)***

Regional Director General Styre welcomed the members to the meeting.

He noted that it has been an interesting month and offered his sincere condolences to the families and work locations affected by the passing of BSO's Eugene Bielak and Sean Long. Mr. Styre expressed his gratitude and thanked Director Kevin Hewson, Chief Gerry Selk and their team at the Port of Couatts for their support of BSO Sean Long's family in Southern Alberta District. He thanked CIU for their support of the families and wished them all the best.

## **REVIEW of the March 18, 2010 RLMCC Meeting Minutes**

Mr. Styre led the review of the meeting minutes and the committee was in agreement with the contents.

- ❑ **Item Status:**       **Closed**
- ❑ **Item Lead:**       **Mike Styre**

### **OLD BUSINESS**

- ***Arming***

Regional Arming Coordinator, George Young informed that due to a lack of available Trainers this summer that a non-uniformed course in PEI has been cancelled. As a result the regions have had their non-uniformed seat allocations reduced including the Prairies, which went from ten (10) to six (6) seats

The trend of late appears to be that our unsuccessful arming candidates are as a result of the Scenario-Based Training and Judgment testing versus the marksmanship portion of the course.

Manitoba Union President Lovegrove commented that the trainers are at 30% capacity. There are not enough trainers at Chilliwack to deliver required training.

George Young explained that part of the challenge is the relocation issue. Field Trainers are being used to support both the National and Regional Programs and that is helping the situation. However, a core group of on-site fully certified and experienced trainers is still required and recruitment and retention of qualified personnel remains a challenge. Also the CBSA is dependant on RCMP to facilitate our Trainer program. International events such as the G8/20 summits and the recent Olympics has impacted the national Police Force's ability to hold Arming Use of Force Instructor courses, which consequently makes it difficult to maintain an adequate number of Trainers.

The region currently has 15 arming instructors working throughout Prairie Provinces. Proportionally and comparatively the region is in very good shape with respect to Training Cadre. Two (2) candidates are currently taking the Trainer (Basic Firearms Instructors) course

It is not expected that the number of trainers in Chilliwack will increase by Fall. Although we understand there is going to be a poster for Trainers out shortly, which is designed in part to recruit Trainers into the National Training Centres, including Chilliwack.

George Young announced that a modular range has been installed in Chilliwack which will allow for practice sessions in the evening instead of ending at 1700 hrs. It will be fully operational by September.

Saskatchewan Union President Lewis noted that there are officers in Saskatchewan who would like to become trainers, however they are not currently armed.

George Young explained that the full trainer course is open to all personnel but all four (4) phases are in depth and the success rate is reflective of that.

Alberta Union President Gagnon indicated that the CIU is finalizing details with a reputable legal firm in Edmonton to represent members in cases of firearms issues.

- ❑ **Item Status:** Open
- ❑ **Item Lead:** Regional Arming Coordinator

- **PSES**

Director Mitchell informed the committee that the Action Plans are being updated online by the Directors.

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

- **Doubling Up**

Director Brémault explained that Stantec has provided reports on all doubling up sites scheduled for port replacements. Phase 2 will include securing an architectural company to draft plans and a construction company for the build. Construction should begin next year. It has been confirmed that HQ has a trailer in use in the East fitted up which can be moved from port to port. HQ will be purchasing one for the West. Funding has come in for some of the doubling-up work, but not all.

Union President Brea Lewis asked if there was a priority list for which sites would be worked on first.

Director Brémault explained that some priority sites for port replacement were in Manitoba and Saskatchewan. Property purchases were also an issue at certain sites.

Union President Jeff Lovegrove questioned if CBSA had been in contact with the US about upcoming work to the ports.

Director Brémault explained that there is no requirement for our US counterparts to advise us regarding the work but as part of ensuring good relations, we have been in contact with them for a status update.

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

- **Accommodations**

Director Mitchell announced that the Agency's plan to respond to the BFOR report is still scheduled to be released on June 30<sup>th</sup>.

Union President Lovegrove advised that he is now a member of the Employment Equity committee with Karen Church.

Union President Lewis explained that she had spoken to Karen and understood that the feedback to the Agency's proposed BFOR plan was not favourable for the CIU and they were not 100% receptive to what was being proposed.

Mr. Styre agreed that this was not easy and but it will be handled.

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

- **VSSA**

Mr. Styre stated that VP Operations Pierre Sabourin reported that VSSA discussion with CIU went well.

National Vice-President Steve Pellerin-Fowlie explained that he understood it was more of a global discussion regarding Appendix B and seniority. He has not heard from VP Human Resources Camille Thériault-Power yet. The process is picking up steam as VSSAs are signed.

Mr. Styre recommended that this topic be kept current and recommended that the VSSA's need to be reviewed to ensure needs are being met.

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

- **Program Support (CR) Jobs Review**

Director Mitchell noted that Beverly Boyd, A/DG Client Services briefed CIU last week advising that a working group was being established and the initial stream to be reviewed would be the Long Room Clerk from the Quebec Region.

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

## **NEW BUSINESS**

- **Bomber Jackets**

Union President Lovegrove brought forward the issue that all BSOs under the uniform policy should be issued Bomber Jackets, whether or not they are armed.

Director Klips explained that all BSOs are offered the option of a ¾ length or a bomber style jacket in accordance with the replacement policy. Border Services Officers that attend firearms training do not have to wait the five (5) years jacket life-span to receive a Bomber. The RCMP wear ¾ length jackets and it is not a health and safety issue. The policy goes by replacement rather than issuing new jackets to everyone.

Union President Lovegrove will pass information along and will report back to the committee if there are any further concerns.

- ❑ **Item Status:** Open
- ❑ **Item Lead:** Union Representative, Jeff Lovegrove

## **ROUNDTABLE**

Mr. Styre opened the floor up to anyone who had a topic to discuss.

Alberta Union President Gagnon offered Mr. Styre her best wishes for his retirement.

Saskatchewan Union President Lewis asked about the changes to how time missed for medical/dental appointments should be charged and offered her best wishes to Mr.

Styre. Lisa Laurencelle-Peace indicated that the matter has been referred to the Treasury Board by Corporate Labour Relations and we are awaiting a response.

Union President Lovegrove mentioned that a Regional VSSA meeting with Mr. Styre is being held the following day and congratulated him on his retirement.

Mr. Styre mentioned that the Strategic Review will be released and a briefing with CIU will be scheduled. He indicated that he did not know who his successor will be and stated that he would miss his job after 14 years but is looking forward to moving on.

### **CLOSING REMARKS**

Next meeting will be in Winnipeg in October, 2010 and Jeff Lovegrove will be the co-chair.

Alberta Union President Gagnon suggested that Mr. Styre be present at the next meeting to offer a proper goodbye and to help transition the new RDG.