

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

March 18, 2010 – Calgary, AB
Face to face

Participants:

Mike Styre, Regional Director General, Prairie Region
Kevin Hewson, Director, Southern Alberta District
Richard Huntley, Manager, Calgary Inland Enforcement
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

Regrets:

Lisa Laurencelle-Peace, Manager, Regional Labour Relations
Kim Fussey, Director, Inland Enforcement
Ernie McLean, Employment Relations Officer, Prairie Region, PIPSC
Grant Boland, ACFO
Scott Chamberlain, ACGO

Invited Guests:

Steve Pellerin-Fowlie, ^{3rd} National Vice-President, CIU
Karen Holzer, Chief, Commercial Operations, Calgary

Opening Remarks and Greetings from Chairperson (Jeff Lovegrove)

Union President Lovegrove greeted the group and requested the participants to introduce themselves.

Regional Director General Styre then requested that any discussions over specific VSSA negotiations be discussed separately after the meeting.

Mr. Styre provided the following updates:

1. A new Vice President of Operations has been announced, Pierre Sabourin joins the Agency on April 1, 2010.
2. The Agency Change Agenda is much more than a re-organization at Headquarters. Many of the 8 initiatives, including Culture and Branding, Engagement and Talent Management will have a direct impact on our regional operations.

3. Although details of the recent Federal Budget have not been provided, there will be regional impact.

Mr. Lovegrove inquired as to when the final budget numbers will be received and whether or not there will be a deficit once the salary increase for BSO's come into effect in June. Director Brémault explained how the salary budget is determined.

Mr. Styre commented that it will be about two months before knowing the budget's bottom line and the allocations to Directors. When questioned as to the effects on doubling-up and arming, Mr. Styre informed that there will continue to be support for these programs as the funding has already been allocated.

AGENDA

- 1) Program Support (CR) Job Review
- 2) VSSA – opening of VSSAs and process

REVIEW of the December 9, 2009 RLMCC Meeting Minutes

Union Branch President, Mr. Lovegrove, led the review of the meeting minutes and the committee was in agreement with the contents.

- ❑ **Item Status:** **Closed**
- ❑ **Item Lead:** **Jeff Lovegrove**

OLD BUSINESS

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

Mr. Lovegrove informed that Southern Manitoba has a local committee and further advised that questions from the committees are arising. Director of Human Resources, Wendy Mitchell stated that Regional and District/Division action plans are posted on the website. Mr. Lovegrove requested approval to provide a link to this website on the union's website for better access for members. Director Mitchell agreed.

Mr. Styre commented that the three major employee concerns that have been expressed are: "management not caring enough for employees", communication, and training. Saskatchewan President Brea Lewis and Mr. Lovegrove concurred with the Regional Director's observation. Mr. Styre stated that management is trying to engage employees and get their feedback, for example, the recent request for feedback on the CBSA Recognition Program.

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

- ***Doubling Up***

Director Brémault provided further details on the projects progress. She has met with Stantec and they are expecting to have the report by the end of fiscal year. Director Brémault commented that, strategically, they are in a good place with this file as a lot was achieved in the 2009/2010 fiscal year.

In respect to site construction, this will be done in two phases. In the near future 'stick construction' will begin on site at some locations in order to ensure that things move along quickly. For the long term, 'modular construction' is planned but this form of construction will take more time to prepare a package to tender.

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

- ***Accommodations***

Alberta President Donna Gagnon informed that the BFOR is not yet finalized. Director Mitchell stated that regional comments/feedback have been sent back to HQ for consideration in providing feedback to the consultant. Regional Director General Styre further informed that once the final report is received from the consultants, management will review and then implement.

3rd National Vice-President Steve Pellerin-Fowlie shared his perspective that, like other law agencies, CBSA needs to reorganise in order to accommodate employees; that not all employees are in a situation where they can medically retire. He further indicated that this report will be a trigger for a huge shift for the agency in that it will require significant restructuring.

Regional Director General concurred that there are two streams of accommodations: employees that medically cannot work and never will and those that require temporary accommodations.

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

- ***Admin and Functional Review***

No further information at this time.

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

- ***VSSA – Application of Appendix B***

This item is being referred to the National Level by the CIU.

- ❑ ***Item Status:*** **Open**
- ❑ ***Item Lead:*** **CIU**

- ***Arming – Inland Enforcement***

Union President Lovegrove questioned the allocation of only one arming training seat for Inland Enforcement in Winnipeg when the union was expecting two seats. Director Brémault explained how seats are allocated; that many factors are taken into account when assigning them. Mr. Lovegrove commented that he is anxious to get officers in Winnipeg Inland Enforcement armed.

There were also discussions regarding the requirement for an arming room being taken into consideration when assigning seats for arming training. Director Brémault commented that Inland Enforcement in Winnipeg will have an arming room.

Regional Director General Mike Styre then asked the union to comment on how their members feel about being co-located with armed officers. Union President Gagnon informed that there was some initial concern with the clerical staff but the concerns have not escalated. Un-armed members are comfortable with the training armed officers receive. Mr. Styre informed that there will be further communication and training with employees in order to respond to any concerns they may have.

Ms. Gagnon suggested that the union bring any arming concerns to George Young, the Regional Arming Coordinator. Mr. Lovegrove countered that going directly to Mr. Young may not be effective as the final decision is delegated to the Regional Director General. Mr. Styre informed that they will consider including the Regional Arming Coordinator at further meetings.

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

- ***Regional Labour-Management Consultation Committee Minutes***

Union Presidents Lovegrove and Lewis commented that timeliness of the minutes were an issue. It was agreed that the parties will endeavor to post the minutes in a timely manner.

- ❑ ***Item Status:*** **Closed**
- ❑ ***Item Lead:*** **Director, Human Resources/CIU**

- ***Clarkson Decision***

3rd National Vice-President Steve Pellerin-Fowlie stated that the Employer conceded on the Clarkson decision for grievances submitted prior to March 14, 2005. For grievances after that date, a test case will be brought to the final level. Director Mitchell informed that the outcome of the test case will apply to those that grieved after March 14, 2005 as well as to any employees who did not grieve after December 18, 2009 but were affected in the same manner.

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

NEW BUSINESS

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

Director Mitchell explained that there was a pilot project in the Quebec region 70+ jobs Clerical Work Descriptions were re-written into 16 generic work descriptions.

Dorothy Woods, Manager of Resources, participated in a mapping exercise with NOR and HQ where it was determined that the 16 generic work descriptions do not necessarily meet the needs of all the regions. HQ plans to engage all the regions in determining common functions and developing generic work descriptions for clerical positions. Participating in the mapping were Carmen Filice, National President, CIU and Francine Stuart, President, HQ, District Branch, CIU Local 70066. Director Mitchell commented that this will take some time and currently timelines have not been established.

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

- **VSSA**

Union President Lovegrove proposed that VSSA negotiations should not be deemed open until the Director and Union President agree to it. Once agreed to at this level, the timelines outlined in Appendix B will start. Although the Director and President are not part of the negotiations, they are ultimately responsible for approving the VSSA.

Saskatchewan Union President Brea Lewis informed that she and Mr. Pellerin-Fowlie were part of a national CIU VSSA committee. The committee developed a process chart for negotiating VSSA's and posted it on the CIU website in order to provide clarification regarding the negotiation process. Union President Gagnon advised that she sent a copy of the process chart to the Vice President of Human Resources. The next project the CIU committee will be working on will be "Do's and Don'ts" for VSSA's.

Mr. Lovegrove also noted the importance of VSSA committees having parameters set prior to commencing negotiations. Mr. Styre also noted the importance of establishing parameters so that there are no large gaps between what is negotiated and what will be agreed to by both the Director and the CIU Branch President.

Mr. Pellerin-Fowlie stated that the maximum life of a VSSA is 6 months in accordance with 25.26(b)(i). Director Mitchell noted that the employer disagrees with the union's interpretation; that it is the shift schedule, not the VSSA that has a maximum life of six months.

Mr. Styre commented that the Employer will work towards achieving a balance between employee needs and operational efficiency. Mr. Pellerin-Fowlie commented on the importance of the VSSA on employee's work life balance and although the VSSA's cost money, the union is expecting that money to be spent. Mr. Styre confirmed that he hears what the union is saying but cannot necessarily spend the money.

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

ROUNDTABLE

Many positive remarks were shared about the Joint Learning Program's Employment Equity training session.

Director Jim Clark discussed the change in language requirements from BBB to BBC in Manitoba. These language requirements mirror the requirements of the same positions in St. John. Mr. Clark informed that all the officers in the positions presently meet the new language requirement and that it would only affect future pools.

Director Yvonne Brémault commented that ICMS is moving from the Planning and Program Integration Division to the Human Resources Division.

Director Mitchell informed that there may be an arming campus in Winnipeg in the future and that she will provide further details when more information becomes available.

Director Kevin Hewson informed that the Port of Wildhorse is reverting back to pre-2009 hours.

Director Barry Lutz stated that at the last union-management meeting in his district, the current VSSA will be reviewed in the new fiscal year.

3rd National Vice-President Steve Pellerin-Fowlie remarked that collective bargaining is just around the corner, with the notice to bargain coming in February 2011.

President Gagnon inquired as to whether there has been an official staffing freeze. Regional Director General Styre stated that there is no formal staffing freeze in place but that the process has become far more formal and that the Vice President of Human Resources must be consulted.

Ms. Gagnon also requested that the Union President be consulted when JLP sessions are requested so that the employer and management can be partners in who should attend sessions. Director Mitchell agreed and stated that she would inform Training and Learning.

CLOSING REMARKS

President Lovegrove will coordinate the next meeting with Director Mitchell. In addition, he stated that he would like to chair the next meeting in order to keep the chair within provincial lines.