

MINUTES OF REGIONAL LABOUR-MANAGEMENT CONSULTATION COMMITTEE MEETING

November 13, 2008 – “Teleconference” Meeting

Participants:

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

Regrets:

Al Cody, Director, Southern Alberta District
Larry Conn, Director, Southern Alberta District
Lee Bettencourt, Employment Relations Officer, Prairie Region, PIPSC
Grant Boland, ACFO
Scott Chamberlain, ACGO
Kevin Dunbar, Director, Intelligence

Invited Guests:

Judy Freeman, Administrative Assistant, Labour Relations
Kelly Bishop-Sesak, Administrative Assistant, Labour Relations

Opening Remarks – Meeting Chairperson (Mike Styre)

The Regional Director General, Prairies welcomed all and remarked that the 3rd National Vice-President, CIU, was in Ottawa with the collective bargaining negotiations and commented that the union nominations and elections are underway, well wishes were extended to those nominated. The CIU election outcome at national level was acknowledged and offered that management in the Prairie Region will also be in transition during the next fiscal year.

AGENDA

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

REVIEW of the June 23, 2008 RLMCC Meeting Minutes

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

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

NEW BUSINESS

The Branch President, CIU Alberta, added *Informal Conflict Management System*, and the Branch President, CIU Manitoba, added *Application on volunteer and personal leave*.

• **Administrative Function Review**

The Director, Human Resources commented that the administrative review is still ongoing and that five draft work descriptions were received from Headquarters early November. Regional committees reviewed and commented on the draft work descriptions prior to submission back to HQ early December. General work descriptions are anticipated in 2009.

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

• **Coupal Decision – Bona Fide Occupational Requirement (BFOR)**

The Manager, Labour Relations provided status update regarding the mediation settlement in the "Coupal Decision". CBSA has committed to conducting a study with the PSAC/CIU to review the reasonable necessity for CDT training and arming. Laurel Randle, Technical Officer, is the PSAC union official. A message on CBSA website was posted regarding removal of the policy. A communication package is forthcoming once consultation with union takes place. The Branch President, Saskatchewan, CIU queried the March 2009 timeline for CDT. The Manager, Labour Relations remarked that the strategy stated the 2009 date; however, the policy is now suspended until the study is completed. The Regional Director General acknowledged that the timelines will change although those who cannot participate in CDT for medical reasons will continue to be approached for accommodation consideration. The Branch President, Alberta, CIU summarized that for those spending time in the field, duty to accommodate still exists and those requiring short/long term accommodation and CDT is the only thing that is on hold.

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

• **Arming Initiative**

The Branch President, Manitoba, CIU queried policy for handling/storage of firearms when not on duty and the status of preparation for April seat allocation, i.e. ready rooms. The Branch President, Alberta, CIU remarked that the policy is available on CBSA website and the Registered Firearms Coordinator is a source for additional information. The Director, Planning and Program Integration

commented that the Registered Firearms Coordinator is actively working on the April allocations. The Regional Director General mentioned that participation of the Coordinator at the next RLMCC meeting would be useful.

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

- ***“Doubling Up”***

The Director, Planning and Program Integration provided status update about doubling up initiative and offered that the Region is doing well and anticipate 61.5 people by 31 March 2009. The Branch President, Saskatchewan, CIU remarked that Saskatchewan’s numbers are a challenge. The Director, Planning and Program Integration commented that Regway has been approved for this fiscal year. The Director, Saskatchewan District expressed that a second process inviting applications has been posted.

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

- ***PORT Upgrades/Renovations – Doubling Up Initiative***

The Director, Planning and Program Integration provided background about PORT upgrades/renovations and commented on status. Double-up is priority over port replacement. Three consultants being hired nationally with HQ focus on full port replacements with funding received this fiscal year for those requiring minor adjustments. The Branch Presidents, Manitoba and Saskatchewan, CIU, queried about space issues and placement of people. The Regional Director General remarked that Port design guide considers features required. The Branch Presidents, Manitoba and Saskatchewan, CIU, queried leave management at double-up locations in the districts. The Regional Director General referred to the Double-Up Policy and that the Branch Presidents, CIU are to have discussions with the District Directors. Further discussion to occur between the Directors and the Regional Director General.

- ❑ **Item Status:** Open.
- ❑ **Item Lead:** Branch Presidents, District Directors, Regional Director General.

- ***Camera and Audio in Workplace***

The Branch President, Manitoba, CIU, queried about what was known about cameras and audio equipment in the workplace. The Director, Saskatchewan District, offered background and initiatives that includes audio and visual devices with pilot in some areas, i.e. Cornwall and Pacific Highway. Monitoring continues in regard to health and safety, physical security of Ports, and safety of public. Implementation not anticipated until spring/summer with details to be finalized. The Branch President, Alberta, CIU, acknowledged great deal of information forthcoming before implementation expressing concern that more thought be given prior to implementation. The Regional Director General offered that this means when public complaints are received, some serious.

- ❑ **Item Status:** Open.
- ❑ **Item Lead:** Director, Saskatchewan District.

- **Hiring Freeze**

The Branch President, Manitoba, CIU, queried about a hiring freeze in the public service comment in the media. The Regional Director General remarked that nothing has been communicated regarding hiring freeze. The Branch President, Manitoba, CIU, commented that Chilliwack has been shut down. The Director, Human Resources acknowledged that the In-service program is on hold and to be reduced from three weeks to two weeks. Curriculum and materials are being reviewed.

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

- **Informal Conflict Management System**

The Director, Planning and Program Integration offered that the ICMS Coordinator has been invited to attend at locations in the Prairies for visibility of program that is supported by both management and union. Members of the Committee remarked that the ICMS Coordinator's visits are continuing and well received. The Regional Director General commented that there is continued support to the program.

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

- **Leave – Volunteer and Personal**

The Branch President, Manitoba, CIU, queried if Saskatchewan District granted volunteer leave and “covered” with overtime. The Director, Saskatchewan Region remarked that the leave is same as CT.

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

ROUNDTABLE

Recruit Retention/Failure Rate – The Branch President, Manitoba, CIU mentioned that there appeared to be a high failure rate of recruits. The Director, Human Resources commented that are successes as well as failures and many factors regarding the failure rate. The Regional Director General remarked that it is felt there is a high failure rate nationally and would like to do better.

Recognition – The Director, Human Resources mentioned that Judy Freeman is going to Training and Learning. Recognition expressed of role in RLMCC, excellent job in organization and minutes of the Committee meetings. Kelly Bishop-Sesak will take over.

CLOSING REMARKS

In conclusion, the Chairperson expressed best wishes for a safe, happy time with family in the upcoming holiday season. Next “face-to-face” meeting to take place in April, 2009.