

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

**October 7, 2009 – Regina SK  
Face to Face**

---

**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, 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  
Loretta Nyhus, Manager, Regional Communications  
Maryon Grant, A/Manager, Finance

**Regrets:**

Lee Bettencourt, Employment Relations Officer, Prairie Region, PIPSC  
Grant Boland, ACFO  
Scott Chamberlain, ACGO

**Invited Guests:**

Steve Pellerin-Fowlie, <sup>3rd</sup> National Vice-President, CIU by conference call

***Opening Remarks and Greetings from the Chairperson (Donna Gagnon)***

Donna Gagnon, Union President, Alberta welcomed everyone including the new Directors Dumouchel, Klips and Hewson to the committee.

## **AGENDA**

The Union President reviewed the agenda items for this meeting and noted that some new topics are included in the previous minutes and will be reviewed.

### **REVIEW of the June 26, 2009 RLMCC Meeting Minutes**

The Union President 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 BUSINESS**

- ***Trade Re-organization***

Jeff Lovegrove advised that up-to-date information has been received. Director Clark noted that no further action at this time.

- ❑ **Item Status:**       **Closed**
- ❑ **Item Lead:**       **Director, Trade Compliance**

- ***Public Service Employment Survey***

Donna Gagnon, Union President, CIU, Alberta District will address this item under new business.

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

- ***Administrative Function Review***

The Regional Director General advised that 4 to 5 specific positions are being reviewed. The issue is at the national level to ensure consistency across the Agency. Mr. Styre noted a recent discussion with Camille Therriault-Power, Vice-President, Human Resources, that the matter will be reviewed. Director Mitchell indicated that part of the regional submission has already been approved, specifically, the Executive Assistant to the RDG (AS03). A selection process has been initiated and posted.

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

- **VSSA Application – Appendix B**

Steve Pellerin-Fowle, 1<sup>st</sup> Vice-President, CIU raised a question regarding the line selection and whether an officer rotates to the next line. He also indicated that Windsor and Montreal are currently applying the line selection to include rotating to the next line. Director Mitchell indicated she will follow up with her counterparts and advise accordingly.

The principles of Appendix B are 1) to create a redress mechanism; 2) to introduce seniority for scheduling; 3) to introduce seniority for vacation.

The Regional Director General noted that the biggest challenge is the budgets. A review of the operations is being conducted to ensure efficiencies at all locations. He also noted the appreciation for the schedules and what this means to Border Services Officers. Director Skappak addressed the efficiency review and the elements considered such as: did the staffing levels match the traveller volumes. There have been good discussions at the local level and willingness to reach schedule agreements across the region. Donna Gagnon, Union President, indicated that a review was required, schedules were dated and have been re-visited. It has been a very informal process prior to the new collective agreement. As local VSSA committees are negotiating schedules, it is important that management share key factors that should be included in the discussions. If a regional plan exists, it would be helpful to the committees to be aware and to incorporate those elements. It was recognized that adjustments may be required to address anomalies. Donna Gagnon also stated that the union is committed to being management's partner in this process. The Regional Director General summarized the discussions adding that there is flexibility from management and the union. If no agreement is reached at the local, the outstanding issues can be referred to the Regional Committee.

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

#### NEW BUSINESS

- **Seat Allocation – Arming for Inland Enforcement Officers**

Jeff Lovegrove, Union President, Manitoba CIU inquired about the process of allocating seats for Arming, specifically for non-uniformed officers. Director Brémault advised that at end of February 2009 an analysis of the sites was conducted and the information collected was provided to HQ. Seat allocation is communicated at the end of February 2010. For non-uniformed officers, the Region is advised of the number of seats allocated. Jeff Lovegrove requested that he be included in the communication for information purposes, as the union informally prepares the officers to attend the training. Director Fussey confirmed that Inland Enforcement will be received seats for Arming and that other areas in the region have already begun to be armed.

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

- ***Border Services Officer – Extra time for preparing for work***

Jeff Lovegrove, President, CIU Manitoba raised the time required for Border Services Officers to put on their uniform and tools prior to the start of their shift, up to 26 minutes. Director Brémault noted that employees must be dressed in uniform including their tools for the start of their shift. All uniformed officers are expected to report for work in the approved apparel which includes their uniform and tools.

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

- ***Union Management Minutes***

Jeff Lovegrove, President, CIU Manitoba requested that the Regional Labour Management Committee minutes be posted on the Prairie Region website. Loretta Nyhus, Manager, Communications will look into posting the minutes on the website.

- ❑ ***Item Status:***       **Open**
- ❑ ***Item Lead:***       **Manager, Communications**

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

Donna Gagnon, Alberta President, CIU presented charts that were developed to clarify the results of the survey. Mike Styre, Regional Director General indicated that next steps had been discussed explained that Larry Conn will be assisting the Regional Management Team in identifying and addressing 2 to 3 areas of the survey region-wide. Donna Gagnon stated that the Union Presidents would like to be involved, Mike Styre agreed to share the plan with the union.

- ❑ ***Item Status:***       **Open**
- ❑ ***Item Lead:***       **Regional Director General; CIU Alberta President**

- ***Joint Learning Program***

JLP sessions have been scheduled in Winnipeg and Calgary. One is also being scheduled for Saskatchewan. Donna Gagnon, CIU Alberta President noted that the JLP sessions have been identified in the strategic plan. She also indicated that the right players should be participating at the local level.

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

- ***Doubling Up***

Director Brémault provided information from the June briefing. Contracting was done to have a consultant perform a geo thermal analysis. Stantec is the company that was selected and they will be visiting the port replacement locations. Modular construction for add-ons is being considered. Ports that require demolishing may be using mobile units. Site assessments will determine which port is done first.

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

- ***Clarkson Decision***

An application for judicial review has been presented and we are awaiting the results of this process. At this time, wording related to the Clarkson decision would not be included pending the outcome of the review.

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

## **ROUNDTABLE**

Director Hewson advised that there has been an increase in grievances in Southern Alberta District. Donna Gagnon, CIU Alberta President stated although it is a right to present grievances it is important to reinforce the desire to keep communication open. Director Hewson acknowledged the strong union management relationship that there is amazing dialogue between the parties.

Director Brémault noted that union/management meetings are being held at the local level. She added that the Division is in full preparation for H1N1 planning and information has been sent out.

Donna Gagnon, CIU Alberta President thanked Wendy Mitchell for lending her voice to the Regional VSSA Committee and appreciated her time and effort.

Director Klips advised that things were going well. The JLP union/management workshop has been scheduled and is looking forward to developing the terms of reference and more structure for local meetings.

Director Shoobert – no items.

Director Skappak advised of the amalgamation of the Intelligence and Criminal Investigations Divisions and there will be no impact on employees.

Director Lutz noted the relationship with the union is very good and quarterly meetings are taking place.

Director Dumouchel acknowledged the efforts of the local VSSA committee and the openness on both sides will lead to resolution of the VSSA issues soon.

Director Clark noted the challenge of employees wearing multiple hats ie: Union Steward/EAP/ICMS. The goal is to resolve conflict. Donna Gagnon, CIU Alberta President added that the role of representatives is voluntary. It also does not prohibit their participation as referral agents within EAP and/or ICMS. We need to ensure that the approach is clear and concise and suggested clarifying the role during the discussion/meeting.

Director Fussey advised that she reviewing and considering the possibility of new shifts for Inland Enforcement. She is also looking forward to the Joint Learning Program workshop.

Brea Lewis, CIU Saskatchewan Union President emphasized the willingness to continue to work together.

Jeff Lovegrove, CIU Manitoba President stated that since becoming the President, the lines of communication continue to be open and would like to keep it going.

Donna Gagnon, CIU Alberta President thanked Loretta Nyhus, Manager, Communications for putting CBSA on the map with the good news stories (ie. Seizures). Great job.

Mike Styre, Regional Director General advised that Vice-President Barb Hébert is retiring. Secondly, the President is focused on the budget and strategic review. He is grateful that we have this table and the opportunity to discuss issues in difficult times. The foundation has been built on both sides to make this work.

### **CLOSING REMARKS**

In conclusion, the Chairperson expressed appreciation to those who participated and for the discussion. Next meeting will be in January 2010 by conference call. The next face to face meeting will occur between April and June 2010 in Winnipeg.