

**National Union-Management Consultation Committee (NUMCC)**  
**December 15, 2011**  
**Minutes**

**Present:**

**Agriculture and Agri-Food Canada (AAFC)**

John Knubley	Deputy Minister
Jody Aylard	A/ADM Research Branch
Johanne Bélisle	ADM Human Resources Branch
Peter Bruce	CIO Information Systems Branch
Pierre Corriveau	ADM Corporate Management Branch
Michaela Huard	Executive Director, Rural & Co-Operative Secretariats and A/Chief Audit and Evaluation Executive
Jaspinder Komal	On behalf of S. Tierney ADM, Market and Industry Services Branch
Jashmed Merchant	ADM Agri-Environment Services Branch
Greg Meredith	ADM Strategic Policy Branch
Rita Moritz	ADM Farm Financial Programs Branch
Jodi Redmond	ADM Communication and Consultations Branch
Gayatri Shankarraman	Deputy Director, Market Analysis and Information Section, MISB
Belinda White	Corporate Secretary, Deputy Minister Office
Caroline Dunn	Director General, Workplace Relations, HRB
Maureen Meaney	A/Director General, Client Services, HRB
Ceci O'Flaherty	Director, Labour Relations, Workplace Relations, HRB
Céline Tremblay	Principal Consultant, Labour Relations, Workplace Relations HRB

**Agriculture Union (PSAC)**

Bob Kingston	President
Fabian Murphy	First National Executive Vice President
Glenn Miller	Second National Executive Vice President
Raphaël Tarasco	Third National Executive Vice President
Meraiah Krebs	Fourth National Executive Vice President

**Professional Institute of Public Service Canada (PIPSC)**

Linnell Edwards	President, AAFC National Consultation Team
Catherine Keir	Vice President, AAFC National Consultation Team

Dale Woloshin

Steward, National Capital Region

**Canadian Association of Professional Employees (CAPE)**

Salma Jaroudi

President, AAFC – NCR (Local 507)

Maurice Korol

Vice President, AAFC – NCR (Local 507)

Yves Rochon

Labour Relations Officer

**Regrets:**

Paul Cameron

Assistant Business Manager, IBEW

Claude Carrière

Associate Deputy Minister

Mélanie Chenier

Labour Relations Officer, PIPSC

Rob Hunter

Steward, National Capital Region, PIPSC

Danielle Lafleur

Labour Relations Advisor, ACFO

Louise Sénéchal

General Counsel and Executive Director, Legal Services

**Agenda Item**

**Summary and Action**

**Accountability**

**1. Opening remarks**

**J. Knubley**

**Summary:**

J. Knubley expressed his appreciation for the commitment that all participants are dedicating to the union-management consultation process.

J. Knubley congratulated Bob Kingston for the renewal of his mandate for the next three years as the National President of the Agriculture Union, and welcomed the newly elected Agriculture Union national executives.

J. Knubley recognized that the coming years will provide challenges in the area of budget restraints and the Deficit Reduction Action Plan (DRAP).

J. Knubley mentioned that, since the last meeting, the 2011 Public Service Employee Survey was conducted. He was pleased to announce that not only has AAFC surpassed the

participation rate of the 2008 survey (which was 62.4%), but AAFC has also met the 2011 target with a percentage of 71.2%, making AAFC one of the Top 10 Public Service organizations in terms of increased response rate. Results are expected to be posted on the Treasury Board Secretariat's [Public Service Employee Survey](#) website on January 26, 2012. J. Knuble indicated that AAFC's managers are looking forward to the opportunity to follow up on the results and to communicate their ongoing efforts at future meetings.

Information:

Changes in senior management team:

- Claude Carrière is the new Associate Deputy Minister;
- Michaela Huard is the new Executive Director, Rural & Co-Operative Secretariat and acting Chief Audit and Evaluation Executive;
- Peter Bruce has taken on additional responsibilities as the Canadian Food Inspection Agency's Vice President for Information Management and Information Technology; and
- Caroline Dunn is the new Director General for the Workplace Relations Directorate in HRB.

As per Agriculture Union's request, the General Labourer (GL) Review was added to the meeting agenda.

**2. Approval of Minutes**  
**J. Knuble**

Union representatives were in agreement with the minutes.

Agriculture union representatives indicated that they have not received the form for GL Performance Agreements.

Action:

Provide Agriculture union representatives with the GL Performance Agreement forms.

Information:

Minutes were approved.

**3 Growing  
Forward 2  
G. Meredith**

Summary:

G. Meredith provided information on the development of the next Agricultural Policy Framework - Growing Forward 2, which will become effective April 1<sup>st</sup>, 2013.

G. Meredith indicated that there is a great degree of continuity from Growing Forward to Growing Forward 2, and a continued emphasis at the federal level on innovation, trade and market access, and ongoing attention to assurance systems and environment.

**4. Employee  
Engagement  
J. Redmond**

Summary:

J. Redmond presented AAFC's engagement process for the development of the Departmental Mission, Vision and Attributes. The process was built on other initiatives, where senior management listened to the concerns of employees, while also getting their views on key departmental business.

The employee engagement exercise also incorporated what Deputy Ministers have heard over the past year on their visits across Canada, as well as in person and through online tools used for this process.

The management team believes it is important to have a common mission and vision and, more specifically, agree on a set of attributes, which will support AAFC in meeting its business

objectives and provide a meaningful work experience for our employees. The results of this exercise should be available by the end of January, and will be shared with union representatives.

Action:

Share the report with union representatives.

ADM CCB

**5. Inclusiveness  
and Diversity**

**J. Komal**

**G. Gayatri**

Summary:

J. Komal highlighted several activities the Department has undertaken over the last ten years to promote/create awareness and support diversity and inclusiveness at all levels, reaching beyond the recognized Employment Equity (EE) groups. Among others, the Department conducted an impact analysis earlier this year and framed its Action Plan around the findings. The Committee is also in the process of developing tools for AAFC's managers to help them engage with employees on the subject of diversity and inclusiveness in the workplace and has planned interactive outreach sessions with managers and employees. We are proud of the various engagement initiatives underway in the department, which tie in seamlessly with our vision/mission and attributes of a modern and sustainable organization. AAFC is proud of its role as a champion for diversity and inclusiveness.

J. Bélisle indicated that Treasury Board had revitalized its EE governance structure by creating interdepartmental Champions and Chairs Committees for three EE groups (Aboriginal peoples, persons with disabilities and members of visible minorities). AAFC is represented by three ADMs and three

employees on these Committees. She also indicated that the Human Resources Branch had some discussions on the EE consultation process via the Human Resources Union Consultation Committee.

Union representatives expressed their strong dissatisfaction regarding how the EE collaboration process is conducted within AAFC. Unions indicated that to be in compliance with Section 15.3 of the Employment Equity Act, management needs to work collaboratively with the unions which, in their opinions, goes beyond the current AAFC model.

It was agreed to pursue a more in-depth discussion on the EE consultation and collaboration process in AAFC.

Action:

Meet with union representatives to further discuss and explore EE consultation process.

**ADM HRB**

**6. Deficit  
Reduction  
Action Plan  
F. Murphy**

Summary:

The union raised that some rumours are circulating on workforce reduction within AAFC as a result of DRAP. They requested that some communication to employees be made, and that Workforce Adjustment (WFA) Committees be put in place.

J. Knubley indicated that the Department did not yet know what impact the DRAP will have on AAFC, and that we did not expect to have confirmation on any reduction scenario until the Budget was announced. Despite this, ADM HR's team will consult with the unions to prepare options for establishing WFA Committees early in the new calendar year.

Action:

Meet with union representatives to discuss options for WFA Committees.

**7a. Results of GL Review  
F. Murphy**

Summary:

Agriculture union representatives informed management that they have received plenty of negative feedback further to the communication of results of the GL Review. AAFC should expect a fair number of grievances.

C. O’Flaherty mentioned that informal discussions are still going on between managers and employees. If any errors are detected, corrections will be made. We will continue to promote the informal discussions.

**7b. Area of Selection Policy  
F. Murphy**

Summary:

In light of the upcoming budget and the DRAP, union representatives wanted to discuss the application of AAFC’s Area of Selection (AOS) Policy in a WFA situation. They also emphasized the employees’ need for more communication and education on this specific policy and on other staffing policies.

M. Meaney indicated that, in a WFA situation, an AOS may be restricted to a specific organizational unit to provide affected employees with opportunities for continued employment. In this case, the possibility of restricting an AOS would be discussed by the WFA union/management committee.

Action:

Increase employees’ education on AOS and other staffing policies.

**8a. FIPD and**

Summary:

**Provincial  
Delivery of  
AgriStability  
R. Moritz**

R. Moritz reported that, as of August 2011, there were no more surplus employees due to the transfer of the AgriStability Program to the provinces of British Columbia (BC) and Saskatchewan (SK).

R. Moritz indicated that out of the 144 surplus employees, 57 selected one of the WFA options; 53 were placed within AAFC or other government departments; 20 transferred to BC or SK; and 14 either retired or left for other reasons.

The WFA Committee met on December 9<sup>th</sup> to review the lessons learned from managing the human resource impacts of the transition of delivery to BC and SK.

Feedback from the unions will be incorporated into the final lessons learned document.

Action:

Update and share the document on lessons learned from WFA/Alternative Delivery Initiative.

**ADM FFPB**



**8b. Departmental  
Priorities  
J. Knuble**

Summary:

The departmental priorities are shaped by sector, ministerial, and Government of Canada priorities. This coming year, priorities will also be influenced by the implementation of the DRAP.

Branch and operational supporting plans to deliver on the priorities will be developed over the coming weeks and staff will be engaged in the development and delivery of these plans.

Given the current operating context, some elements of new-year priorities and supporting plans will only be formally approved and communicated to staff post Budget 2012.

**Next meeting**

Next meeting date will be confirmed and scheduled.

**ADM HRB**