

Agriculture and Agri-Food Canada (AAFC)
National Union-Management Consultation Committee (NUMCC)
October 26, 2012
Minutes

Present:

Agriculture and Agri-Food Canada (AAFC)

Suzanne Vinet	Deputy Minister
Claude Carrière	Associate Deputy Minister
Johanne Bélisle	ADM Human Resources Branch
Siddika Mithani	ADM Science and Technology Branch
Pierre Corriveau	ADM Corporate Management Branch
Fred Gorrell	A/ADM, Market and Industry Services Branch
Jeff Lamirande	Director General, Information Management Services
Greg Meredith	ADM Strategic Policy Branch
Rita Moritz	ADM Programs Branch
Jodi Redmond	ADM Communication and Consultations Branch
Gilles Saindon	Associate ADM Science and Technology Branch
Louise Sénéchal	General Counsel and Deputy Executive Director, Legal Services
Marco Valicenti	Corporate Secretary, Deputy Minister's Office
Caroline Dunn	Director General, Workplace Relations, HRB
Ceci O'Flaherty	Director, Labour Relations, Workplace Relations, HRB
Lucia Kuhl	A/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
Sylvie Rochon	Service Officer

Professional Institute of the 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
Mélanie Chenier	Labour Relations Officer, PIPSC

Canadian Association of Professional Employees (CAPE)

Salma Jaroudi

President, AAFC – NCR (Local 507)

Yves Rochon

Labour Relations Officer, AAFC – NCR (Local 507)

Association of Canadian Financial Officers (ACFO)

Danielle Lafleur

Labour Relations Advisor, ACFO

Regrets:

Peter Bruce

CIO Information Systems Branch

Paul Cameron

Assistant Business Manager, IBEW

Rob Hunter

Steward, National Capital Region, PIPSC

Maurice Korol

Vice President, AAFC – NCR (Local 507), CAPE

Céline Tremblay

Principal Consultant, Labour Relations, Workplace Relations, HRB

Michael Whittaker

Chief Audit and Evaluation

Agenda Item

Summary and Action

Accountability

1. Opening remarks

S. Vinet

Summary:

S. Vinet expressed her appreciation for the commitment that all participants are dedicating to the union-management consultation process. She also indicated that she considers regular union-management consultation as an essential and contributing factor in AAFC's organizational success and wellbeing.

S. Vinet discussed her return to AAFC as Deputy Minister effective September 17, 2012, recognizing how AAFC has evolved over the period of time she was away and how pleased she is to see the department transforming in order to remain relevant to producers and to assist in placing agriculture more prominently on Canada's economic map.

S. Vinet also highlighted her role, as champion of the Public Service's National Managers'

Community, and her intent to rely upon, and work closely with, AAFC managers to promote and support dynamic decision-making and leadership development.

**2. Approval of Minutes
S. Vinet**

Union representatives were in agreement with the minutes of the previous meeting.

No follow up required.

**3. Growing Forward 2
G. Meredith**

Summary:

G. Meredith provided an update on Growing Forward 2 (GF2) implementation.

GF2 provides a \$3 billion investment in strategic initiatives in the priority areas of Innovation, Competitiveness and Market Development.

This investment amounts to \$2 billion in Federal/Provincial/Territorial (FPT) cost-shared strategic initiatives (a 50% increase from GF), where provinces will continue to deliver most cost-shared programs, as well as \$1 billion in federal-only strategic initiatives.

**4. Update on Science and Technology Branch (STB) Implementation
S. Mithani/G. Saindon**

Summary:

S. Mithani indicated that she joined AAFC on September 22, 2012.

G. Saindon presented the status of the merger of all research, development and technology transfer capacity [formerly under the Research Branch (RB), Agri-Environment Services Branch (AESB) and the Pest Management Centre (PMC)] into the new Science and Technology Branch (STB).

G. Saindon indicated that the goal of the merger was to approach science-based challenges and opportunities – agronomic, economic and

environmental – in the same integrated way that the agriculture sector does.

STB is divided into four regional Eco-zones supported by a cross-sectoral strategic division. The new branch will continue to have local outreach and collaboration capacity in each province and territory. Each Eco-zone is led by a Director General whose position is located in the region.

**5. Programs
Branch
Consolidation
R. Moritz**

Summary:

R. Moritz spoke about the move to consolidate all grant and contributions programs into one branch is part of a multi-year strategy to improve both services to clients, and the management and administration of grants and contributions program delivery.

All employees delivering programs in other AAFC branches were transferred effective April 16, 2012. Programs Branch employees are effectively delivering ongoing programming, many are involved with GF2, and others continue to work on improving services and processes.

**6. ISB
Consolidation of
IM/IT Services
at AAFC and
CFIA
J. Lamirande**

Summary:

J. Lamirande spoke about the research and analysis that has been done to understand the implications of an IM/IT consolidation between AAFC and CFIA.

Consultations have occurred and will continue with enabling teams (Legal, HR, Finance, Assets and the Unions) to understand what is viable under the legal framework and what options exist for consolidation.

Consultations have occurred with a number of other departments and agencies to understand their experience and gain insight through lessons learned.

IM/IT is committed to regular and ongoing consultation with AAFC and CFIA managers, employees and unions.

**7. AAFC 2011 PSES
Three Year
Action Plan
J. Bélisle**

Summary:

J. Bélisle discussed the department's overall PSES results for 2011 which are "strongly positive", both relative to results for 2008 and to the average results for the Public Service for 2011. In addition, for almost all questions where a comparison is possible, AAFC results were better in 2011 than they were in 2008.

A three-pronged approach has been undertaken to address the 2011 PSES results for AAFC. First, each Branch is using the survey data to engage employees in developing action plans tailored to their individual needs and circumstances. Second, a Manager's Discussion Guide has been developed and shared with managers to support smaller groups in creating their own action plans. Third, at the corporate level, five themes that are essential areas of action for the Department as a whole have been identified:

1. Senior Leadership;
2. Respectful and Inclusive; workplace;
3. Freedom to use Either Official Language;
4. Employee Learning, Development and Performance Management; and
5. Workplace of Choice.

The Agriculture Union indicated that the departmental process for addressing Harassment complaints under the TBS Policy contravenes the Canada Labour Code and therefore their process needs to be reviewed.

J. Bélisle
HRB

Action:

Review of the departmental Harassment complaint process. **(Completed 2013-01-16)**

The Agriculture Union also requested to co-deliver the AAFC Creating Respectful Workplace training.

F. Murphy
PSAC

Action:

Union to contact S. Guillemin, Director, Values and Ethics and Conflict Resolution, to discuss delivery of training.

**8. Employment
Equity and
Inclusiveness
Consultation
and
Collaboration
J. Bélisle**

Summary:

J. Bélisle spoke about the results of a meeting that was held with the unions on October 17, 2012, to support the implementation of a regular and structured approach for meaningful and effective consultation and collaboration on employment equity at AAFC.

The meeting was well attended with representatives from the Public Service Alliance of Canada (PSAC), the Professional Institute of the Public Service of Canada (PIPSC), the Canadian Association of Professional Employees (CAPE), the Association of Canadian Financial Officers (ACFO), the Inclusiveness Management Committee (IMC) and Human Resources Branch.

As a result of discussions, two of the ten annual HRUCC meetings will be dedicated to this purpose, i.e. May and November. The three

employment equity network chairs will be briefed on this undertaking and invited to participate. The first meeting (to include unions, IMC co-chairs and AAFC employment equity network chairs), will take place in December 2012.

**9. Workforce
Adjustment
C. Dunn**

Summary:

C. Dunn acknowledged the significant impact that the 2012 federal Budget has had on AAFC employees and management.

C. Dunn reiterated that information and updates regarding decisions and their impact on the department and employees have been and will continue to be provided on a regular basis. As well, the Budget 2012 website will continue to be updated regularly in order to provide employees and managers with the ongoing support, tools and information required on Workforce Adjustment (WFA).

C. Dunn acknowledged the work that has been done at AAFC to place opting employees wishing to alternate, namely that AAFC has succeeded in making over 100 alternations, resulting in successful alternations for over 50% of opting employees who registered in the departmental alternation program.

The unions also acknowledged the success of the department's efforts and support to employees since the announcement in April. Management reiterated the ongoing realities associated with the financial restraints facing the department as well as the ongoing transformation within AAFC. As such, managers need to determine whether in this current environment there is a continuing need for a specific position. Alternation opportunities will continue to be assessed on a case by case basis and will depend on various factors, including the

number of opting employees interested in alternating and the plans for positions occupied by alternate volunteers.

C. Dunn reported that WFA Consultation Committees are working well in AAFC; as of the end of October over 90 WFACC meetings will have been held at the local, regional or branch level, including 8 national level meetings. As decisions are made and employees' status changes, updates will be provided to the unions at the regular WFACC meetings.

C. Dunn

Action:

The AAFC People Bank will be updated with current information on opting employees enabling the effective matching of employees wishing to alternate with potential volunteers.

(Completed 2012-11-09)

Next meeting

Next meeting date will be confirmed and scheduled.

ADM HRB

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