

## MINUTES

**LOCAL UNION-MANAGEMENT CONSULTATION COMMITTEE (LUMCC)**

**VETERANS AFFAIRS CANADA (VAC)**

**and**

**THE CANADIAN ASSOCIATION OF PROFESSIONAL EMPLOYEES (CAPE)**

**Wednesday, November 7, 2007**

**Chairperson:**

Michael Zinck - Union

**In attendance:**

**CAPE:**

Tara O'Connor

**Management:**

Charlotte Stewart

Lauren Stewart (student observer)

Diane Robertson

Connie Egan

Monique Pendergast

**1. Opening Remarks, Approval of minutes and review of Action Items from November 30, 2006 Meeting**

The Chair welcomed all to the meeting and facilitated a round table of introductions. The minutes were approved conditional on one revision and follow-up action items were discussed.

**2. Update on Staffing Regime**

Anne Kasycz, Manager of National Resourcing, provided an update on HR Modernization. She pointed out that the Department is now 18 months into implementation. They will be hosting another co-development process during the week of November 20. A representative from CAPE has been invited to attend. This is in follow-up to a commitment made by Senior Management to go back to the stakeholders to incorporate lessons learned and gain feedback.

At this point, they see the concept of the co-development working group as being ongoing. DEB members have asked for feedback from the group and the Deputy has been recognized for this best practice.

Anne noted that there have been challenges for both Managers and HR. Overall this is a period of learning and she has been actively involved in addressing matters of concern with Management and the Union.

### **PSEA Staffing Tribunal**

Anne reported that complaints have been filed to the staffing tribunal and resolved prior to the tribunal process. There have not been any from the Charlottetown CAPE membership.

Similar to Public Service Labour Relations Board, managers will not be called to defend. Employers will be present but the defense will be conducted by Justice lawyers.

Canada Public Service now has a Centre of Excellence to assist with the tribunal system.

They would like to see the development of information/learning sessions and possibly co-developed Union-Management sessions in the next fiscal year. Michael Zinck indicated that the Union would be interested.

There are decisions on the Website but no trends yet in decisions. One third of the complaints are against non-advertised positions.

It was agreed to invite Anne back for an update on this at the next CAPE meeting.

### **Action: Connie**

### **Public Service Renewal**

Anne explained that Bob Mercer is the champion. From a staffing perspective, post-secondary recruitment has been a priority. They have removed the experience factor in order to use the post-secondary recruitment Inventory.

It is hoped that post-secondary recruitment will be linked to HR plans in the future.

Charlotte added that she hopes the next HR Plan, which is due in December, will line up better with tools such as this.

Anne further explained that renewal is also about career development within departments, new recruits and about looking at how we ensure we have a competent public service.

### **3. EC Implementation**

Wendell Doyle, Manager, Classification and Organizational Design reported that the evaluation process is now complete. There were three separate committees in addition to the review work completed by the Classification Officers. The VAC data is now in and

they won't be making any changes. It is entered into the Public Service Agency data cube. He noted that two positions were lower but they were vacant. Classification is following up with respective managers regarding these positions. Otherwise, the results were very good. The Central Agency is very pleased. Based on looking at the data cube, 90% of the results are within the norm. There are currently 50 ES's and 15 SI's.

There will be a briefing to SMC. The timing for release to managers will be determined after this briefing.

Management and Union acknowledged the excellence of the process that was led by Classification.

#### **4. ICMS (Informal Conflict Management System) Update**

Anthony Saez, Executive Director and Chief Pensions Advocate, gave some background regarding the ICMS process noting that it started with the Clerk of the Privy Council and is a government-wide initiative. Each Deputy was tasked with establishing a system for their department. Anthony was asked to chair for VAC and they established a working group following the Canada Public Service (formerly PSHRMAC) guidelines. This group of approximately 27 assembled for a three day conference/meeting. At the end, the group came up with a proposed model using a gap analysis as a guide.

It was recognized that VAC is doing well in some areas such as having an Office of Early Conflict Resolution.

The next step will be to put a Senior Officer in place. Once complete, they will move with staffing the position and putting more details to the framework.

Michael Zinck noted that he would like to thank Kevin Cowieson for his work and his crisscrossing across the country to assist in dealing with conflict cases. He added that Kevin "has been excellent to work with" and wanted to wish him well.

It was agreed that the ICMS item should go back on the agenda in about six months.

**Action: Connie**

#### **5. Round Table**

Michael:

Negotiations between CAPE and TB will be occurring during the week of November 19 and December 11. Proposals have been presented and there is a back and forth process in place. He has advised members not to expect anything before December 2008.

NEEC - he currently sits on the National Employment Equity Advisory Committee. He will be attending a meeting in Ontario of the Ontario Regional Employment Equity Committee (OREEAC) to discuss improvement to OREEAC's on National Website

Development Website. This visit is in his due to his role as Chair of the NEEAC Communications Committee.

Charlotte:

There are current workload pressures on the ES/SI (EC) group. They are looking at sustainability of that effort. She is aware of it and wants to address it through business planning. She noted that professional input and service cannot be compromised. It is recognized that this is a different career path and the role of this group is very unique in terms of education and obligations at sign-off. This skill set is unique and needed to provide impartial advice. The integrity of that system has to be preserved. Service at present is fantastic. Michael supports this.

She acknowledged that there is a need to maintain the independent robust EC community. Michael supports this as well.

## **5. Round Table**

Michael:

Negotiations between CAPE and TB will be occurring during the week of November 19 and December 11. Proposals have been presented and there is a back and forth process in place. He has advised members not to expect anything before December 2008.

NEEC - he currently sits on the National Employment Equity Advisory Committee. He will be attending a meeting in Ontario of the Ontario Regional Employment Equity Committee (OREEAC) to discuss improvement to OREEAC's on National Website Development Website. This visit is in his due to his role as Chair of the NEEAC Communications Committee.

Charlotte:

There are current workload pressures on the ES/SI (EC) group. They are looking at sustainability of that effort. She is aware of it and wants to address it through business planning. She noted that professional input and service cannot be compromised. It is recognized that this is a different career path and the role of this group is very unique in terms of education and obligations at sign-off. This skill set is unique and needed to provide impartial advice. The integrity of that system has to be preserved. Service at present is fantastic. Michael supports this.

She acknowledged that there is a need to maintain the independent robust EC community. Michael supports this as well.

Diane:

Audit and Evaluation is in the process of implementing a new Internal Audit Policy. They have received additional resources to hire more ES's. She noted that there is an urgent need and a build-up of skills required while still meeting expectations of Audit and Evaluation. They are in the process of expansion based on the new policies and programs introduced.

She further clarified that there is a challenge to bring in ES's with the qualifications at the levels required. There are some discrepancies with people doing similar jobs elsewhere at different levels. Michael will bring this concern back to CAPE Head Office as a challenge VAC is facing.

**Action: Michael**

#### **6. Wrap Up and Next Meeting**

To be scheduled for six months - May 7, 2008.