Summary of Discussion from WFA Committee Meeting - October 9, 2012

In attendance:

VAC: Keith Hillier, Don Love - Chair, Terry Wiseman, Theresa Finkle

UVAE: Yvan Thauvette
PIPSC: Doreen Weatherbie
AJC: Marie-Claude Desrosiers

CAPE: Karen Brook

Discussion Items	OPI for action items
1. Agenda/Previous Minutes	
 Agenda items were provided by UVAE prior to the meeting and was approved by the Committee Minutes were approved as written for meeting of September 19, 2012. 	
 Minutes are still taking too long to be distributed. Also, the format agreed to in the Terms of Reference was for a summary, and not individual minutes. Action Item: Terry Wiseman will revert the format to a summary that still captures key points raised at meeting 	Terry Wiseman
2. <u>Alternation</u>	
 Management confirmed that the next phase of the Alternation Program would be released the week of Oct 15. This broadened program will be open to the whole department, and has removed any potential barriers, to be consistent with the WFA Directive. It was confirmed as well that alternations with other departments will be considered. 	
• A session was planned for members on October 25 th . UVAE has followed up with respect to adding Alternation to the Joint Learning Program's upcoming WFA session, but has not received a reply.	UVAE
There remains the concern that members seeking to alternate and leave the PS are still being turned down. The goal is that the modified program – as well as WFA information sessions - will address the above concerns. Action Item: Don Love will have the information being posted on the new Alternation	
program sent to Committee members.	Don Love

4. Potential Reductions:

- It was confirmed that the reported number of 130 to this point for the current fiscal year includes all departures - both Transformation and Budget 2012 related. VAC is one year into its 5-year Transformation goals, and 6 months into Budget 2012 targets.
- Management summarized a discussion held with Area Directors to refute a rumor: there is no national SERLO exercise planned for Case Managers (CM's).
- Management confirmed that VAC is in the process of completing the analysis for staff reductions. This will be completed and hopefully announced n late fall and will include:
 - Determining affected areas and work units
 - o Identifying surplus positions due to discontinuance of a function
 - Considering where alternation is possible
 - Financial implications and impacts on client service
 - o Determining how to reduce the 'HQ Burden'
- UVAE asked if telework and/or relocation were still possible in office closure situations. Management responded that relocation would be an option if there was work at another location and the staff member was mobile. As for telework, this would only be considered in exceptional cases.
- Management confirmed re office closures other than Prince George, which took place some time ago – closures would not happen before late 2013.

5. Round Table Items

• The current Terms of Reference (TOR) for the Committee states that it will be in place until March 2014. Management confirmed that the Committee will be in place as long as required.

Action Item: Terry Wiseman will modify the TOR to reflect this change.

Terry Wiseman