

Summary of Discussion from WFA Committee Meeting – April 18, 2013

In attendance:

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

UVAE: Yvan Thauvette, Kim Coles

PIPSC: Doreen Weatherbie

CAPE: Karen Brooke

Discussion Items	OPI for action items
<p><u>1.</u> <u>Notes from previous meeting</u></p> <ul style="list-style-type: none"> • Action items were reviewed from previous summary. UVAE added items 3-6 to agenda. <p><u>2.</u> <u>Alternation/Departures</u></p> <ul style="list-style-type: none"> • DGHR explained that activity with alternations has slowed since last report. • Statistics for Alternation and Departures show: <ul style="list-style-type: none"> ○ 45 alternations completed so far -- including 36 in wave 2 – with 2 pending. ○ 22 voluntary departures with WFA options. ○ 8 opting employees are available to alternate; 116 employees willing to alternate and leave the department. ○ Approximately 70 employees who received an opting letter have yet to pick an option. ○ 27 employees may be required to go through a SERLO exercise, but it is likely this can be avoided, if volunteers are found. ○ Of the 233 wave 2 letters, 125 have been resolved, and 108 are outstanding (either opting or affected). <p><u>Action item:</u> DGHR to provide a breakdown of outstanding opting and affected situations by bargaining unit, to allow Committee members to assist in finding solutions.</p> <ul style="list-style-type: none"> • DGHR confirmed that there are hundreds of employees eligible to retire by end of the Transformation timeline in 2015. <p><u>Action item:</u> DGHR to provide numbers to Committee member of those eligible for a pension waiver (aged 55-59, 10 years of service or more)</p> <p><u>3.</u> <u>Record of Employment</u></p>	<p>Don Love</p> <p>Don Love</p>

<ul style="list-style-type: none"> Treasury Board Secretariat has released an interpretation that employees who chose Option B, or who alternate and take TSM, should be considered to have left because of a shortage of work, and not identified as “quit”, as was originally shared with departments. Corporate Compensation has communicated the new procedure to HR and Compensation Advisors. <p><u>Action Item:</u> HR to confirm for next meeting what steps are being taken to ensure Records of Employment already issued and revisited and meet the new procedure.</p>	<p>Terry Wiseman</p>
<p><u>4. SERLO results for CSA’s</u></p> <ul style="list-style-type: none"> UVAE asked if the amended CSA work description would void the use of SERLO results from the first round for any future SERLO exercises. <p><u>Action Item:</u> ADM SD to confirm by next meeting what actions will be taken with CSA SERLO results.</p>	<p>Keith Hillier</p>
<p><u>5. LWOP – Options & volunteers</u></p> <ul style="list-style-type: none"> UVAE asked if employees on long-term leave were provided the opportunity to volunteer. It was confirmed that this option was given in affected letters in the last wave. However, employees selected for WFA will not have to choose an option until their return (fit-to-work). ADM SD identified numbers of client service team employees on extended sick leave or disability insurance (DI). He asked if bargaining agents would work with management to advise employees of their options. PIPSC agreed to consider the idea. CAPE did not feel that employees should have to make decisions until they were declared fit-to-work. <p><u>Action Item:</u> ADM SD to provide numbers of long-term sick and ID situations to PIPSC.</p>	<p>Keith Hillier</p>
<p><u>6. Policy Grievance Results</u></p> <ul style="list-style-type: none"> UVAE raised the recently upheld grievance on alternation. It confirmed that Treasury Board is accountable to ensure departments are following the collectively bargained provisions on alternation. 	
<p><u>7. Round Table</u></p> <ul style="list-style-type: none"> UVAE confirmed that the working group being established to report on CSA work issues was scheduled to meet the second week of April. The next Committee meeting is planned for the week of May 6. 	