

Summary of Discussion from WFA Committee Meeting – February 26, 2013

In attendance:

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

UVAE: Yvan Thauvette, Kim Coles

PIPSC: Doreen Weatherbie

CAPE: Bertrand Myre

AJC: Mathieu Delorme

Discussion Items	OPI for action items
<p>1. <u>Previous Minutes</u></p> <ul style="list-style-type: none"> • The summary of discussion from the previous meeting was reviewed. • Consistency in handling WFA situations for employees on leave without pay. Employees must be declared fit to work before being provided with Options. • Concerns over specific situations will be sent directly to DGHR, or handled locally. • ADM Service Delivery proposed establishing a joint SD-UVAE working group, to address specific workload issues for CSA's that continue to surface. The group would report back to ADM SD within 40 days with recommendations to resolve the concerns. <p><u>Action Item:</u> UVAE to provide ADM SD's office with two names to participate in the working group. ADM SD to establish the working group.</p> <ul style="list-style-type: none"> • Committee members are concerned with the lack of understanding of new work structures at the working level, and the lack of overall communication with employees and bargaining agents on changes. • The DG of Human Resources confirmed that VAC has org charts that reflect the current structure for the support groups such as HR and Finance. He also shared that there has been some communication of the new structure. • ADM SD described the new structure that Service Delivery Branch is moving to, both at the DG level, and the Area Director level below that. As well, he described how the supports have been streamlined below that. Finance will be consolidated to two locations. DGHR confirmed that Human Resources will remain closer to their clients – managers – and will therefore have a more regional structure. <p><u>Action Item:</u> DGHR to address how to replace regional union-management consultation with bargaining agents.</p>	<p>Keith Hillier / UVAE</p> <p>Don Love</p>

<p><u>2.</u> <u>Alternation</u></p> <ul style="list-style-type: none"> • DGHR released statistics for Alternation and voluntary departures. ADM SD confirmed that a review was done with the SD management team to ensure all employees who received a WFA notification are either being resolved or case-managed. • Committee members repeated their request to have access to the list of employees in the alternation program, in order to assist with establishing matches. DGHR confirmed that this would require another level of consent from employees. <p><u>Action item:</u> DGHR to request approval from Deputy Minister to release hard copy lists to bargaining agents.</p>	Don Love
<p><u>3.</u> <u>Round Table</u></p> <ul style="list-style-type: none"> • ADM SD addressed the issue of allowing employees to volunteer for WFA. He would like to be able to allow as many who are willing to depart soon to go, in order to reduce the number of WFA announcements required in the future. The concerns include meeting workload capacity, and avoiding creating new hires to meet short-term demand. <p><u>Action Item:</u> ADM SD to investigate possibility of allowing departures in stages for those who want to leave.</p> <ul style="list-style-type: none"> • UVAE asked if an HR Impact Analysis was conducted before reductions were finalized, as other departments have provided such a document to their bargaining agents. DGHR confirmed that HR Planning and impact analysis were done for both Transformation and Budget 2012 proposals. • PIPSC asked if members in the CS group would receive the opportunity to volunteer for WFA, in order to reach the remaining Transformation target of 39 fewer CS positions. DGHR confirmed that CS employees are still needed to implement VAC's future system requirements. • UVAE repeated a concern that through retirements and WFA, employees are leaving VAC before the work leaves. ADM SD is aware of the issue and is looking at alternative measures. • The newly announced Access Centre for Charlottetown Veterans is still in the planning stages. Implementation may not take place until the fall of 2013. • The next Committee meeting is planned for the afternoon of March 15. 	Keith Hillier