

## Summary of Discussion from WFA Committee Meeting – February 8, 2013

### In attendance:

VAC: Keith Hillier, Charlotte Bastien, Louise Wallis, Terry Wiseman, Kim Peters

UVAE: Yvan Thauvette - Chair, Kim Coles

PIPSC: Doreen Weatherbie

CAPE: Anita Bangiricenge

Discussion Items	OPI for action items
<p><b>1. <u>Previous Minutes</u></b></p> <ul style="list-style-type: none"> <li>The summary of discussion from the previous meeting was reviewed. A change to the question by CAPE will be incorporated, and the January 22 summary will be re-sent to Committee members.</li> </ul> <p><u>Action Item:</u> HR to re-issue summary from January 22<sup>nd</sup>.</p> <p><b>2. <u>Long-term Leave Without Pay</u></b></p> <ul style="list-style-type: none"> <li>Committee members asked if all employees on LWOP who received letters were treated in the same manner. Management responded that it depended on their specific situation, which could be addressed separately</li> </ul> <p><u>Action Item:</u> UVAE to send questions about any specific situations to DGHR for response.</p> <p><b>3. <u>Meaningful Work</u></b></p> <ul style="list-style-type: none"> <li>UVAE Committee members voiced concern over the workload for CSA's who received surplus letters. Those employees are still doing a full CSA workload, when their first priority should be to find work.</li> </ul> <p><u>Action Item:</u> ADM SD to examine what work is assigned to CSA's, and address at the next Committee meeting.</p> <ul style="list-style-type: none"> <li>The issue of employees receiving termination letters was raised. Management has asked that any specific situations be forwarded in writing to DGHR for response.</li> </ul> <p><b>4. <u>Dismantling of the regional structure</u></b></p> <ul style="list-style-type: none"> <li>UVAE asked how work would be completed during the transition period for the restructuring of Corporate Services groups such as Finance, Administration and HR. In addition, how would these temporary measures be communicated? Management explained that there is still some transition to do</li> </ul>	<p>Terry Wiseman</p> <p>UVAE</p> <p>Keith Hillier</p>

<p>before reaching the proposed end states for both Service Delivery and the supporting Corporate Services.</p>	
<p><u>Action Item:</u> DGHR will confirm at the next Committee meeting how the transition to the new corporate structure will be communicated to employees.</p>	Don Love
<p><u>Action Item:</u> Committee members will provide any specific requests to DGHR for follow-up.</p>	Members
<p><b><u>5. Access to alternation list</u></b></p>	
<ul style="list-style-type: none"> <li>Members had previously asked to see the list of opting employees and employees willing to alternate through the departmental Alternation program. They want to assist with the marketing of opting employees. A/DGHR confirmed that privacy must be respected, and the list should be restricted to those with a need to know. Management committed to maximizing exposure for opting employees.</li> </ul>	
<p><u>Action Item:</u> Management to determine how employees can be aware of alternation opportunities through all three mechanisms: GCForums, Federal Council lists and VAC's alternation program.</p>	DGHR
<ul style="list-style-type: none"> <li>CAPE shared that it has a list of employees in the EC group willing to alternate and leave the Public Service. PIPSC share a best practice of having a meet-and-greet forum for both alternates and opting employees that was successful.</li> </ul>	
<p><u>Action Item:</u> Management agreed to address any alternation cases that were taking too long to get a decision.</p>	DGHR
<p><b><u>6. Round Table</u></b></p>	
<ul style="list-style-type: none"> <li>Committee members presented particular cases around GRJO and departure dates. Management asked that specific cases be addressed separately, to be resolved in the quickest manner. For example, the situation for an affected employee is different than a surplus employee whose office will be closed on a determined date. Members mentioned a lack of trust from employees that they will be treated equally and fairly in terms of when their work and positions will no longer be required.</li> </ul>	
<p><u>Action Item:</u> Management to issue clarification around time lines and departure dates for employees who received affected or surplus letters.</p>	DGHR/Keith Hillier
<ul style="list-style-type: none"> <li>PIPSC asked if there are standards with respect to the limits for Option C) Education Allowance. ADM SD and the WFA Coordinator confirmed that HRSDC has set standards, and that operational HR Consultants can share this information.</li> </ul>	DGHR/Keith Hillier
<p><u>Action Item:</u> DGHR and Service Delivery will confirm in writing the decision to reduce the DBU to two locations - Montreal and Vancouver.</p>	
<ul style="list-style-type: none"> <li>Next meeting will be scheduled for Tuesday February 26<sup>th</sup>.</li> </ul>	

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