

Summary of Discussion from WFA Committee Meeting – January 22, 2013

In attendance:

VAC: Charlotte Bastien, Don Love - Chair, Terry Wiseman, Theresa Finkle

UVAE: Yvan Thauvette, Kim Coles

PIPSC: Doreen Weatherbie

CAPE: MaryBeth MacLean

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 not yet available. It will be released by January 25. <p>2. <u>Reduction Announcements</u></p> <ul style="list-style-type: none"> Management responded to the majority of UVAE's questions related to reductions announced January 17. Final responses to all questions will be provided in writing to UVAE. <p><u>Action Item:</u> DGHR to respond in writing to UVAE questions by January 31.</p> <ul style="list-style-type: none"> Committee members asked if a Q&A will be developed for employees, similar to the last round of announcements. <p><u>Action Item:</u> DGHR to confirm if and when an employee Q&A would be released.</p> <ul style="list-style-type: none"> Further questions were raised about employees who may volunteer for WFA. It was asked if a protocol is in place for handling volunteers. DGHR confirmed that VAC has steps it will take if there are too many or too few volunteers in an area with affected employees. For example, volunteers will not be accepted on a first-come, first serve basis, as they were given until a certain date to confirm their interest. DGHR provided Committee members with numbers for departures of Executives in both the current fiscal year, and over the time period of Transformation. Overall, the ratio of departures by Executives is higher than for non-EX positions. CAPE asked if a list of all those affected was available, as there are EC's from other departments interested in Alternation with VAC. It was confirmed that bargaining agent presidents received complete lists of their affected or surplus members. In addition, EC's interested in Alternation who posted on the GCForums site will be made available to VAC opting employees for possible matches. 	<p>Don Love</p> <p>Don Love</p>

2. Reduction Announcements (cont.)

- UVAE asked why the Disability Benefits Unit (DBU) will be reducing to two locations, when the work was recently condensed to four locations. In addition, it was asked why the locations picked to remain were Montreal and Vancouver. A/ADM Service Delivery confirmed that bilingual capacity and client demographics were the main reasons. Additional details will be provided in writing.

Action Item: DGHR and Service Delivery will confirm in writing the decision to reduce the DBU to two locations - Montreal and Vancouver.

- Guarantees of a Reasonable Job Offer (GRJO) were discussed. UVAE asked why a particular employee who would like to receive options was given a GRJO. DGHR confirmed that any GRJO decision the Deputy Minister makes must be based on the predictability of finding employment in the Public Service within a year. As VAC has a RJO for the employee in question, management cannot offer options.
- DGHR explained that although only 6 of 233 letters received a GRJO, many employees in one-of situations were offered positions to fill vacancies, and resolved prior to WFA announcements.
- Committee members asked if all 186 of the positions being deleted had to be vacated by the date indicated in most letters – May 31, 2013. DGHR confirmed that the Department must have identified how the positions will be vacated by that date. Employees have lay-off dates specified in their letter, such as February 2014 for office closures.
- Where offices are closing, if employees depart early, the workload will be reassigned to ensure the services are maintained.
- Committee members mentioned their concerns over local union representatives only receiving a half hour's notice when asked to participate in notification meetings for surplus and affected employees. Management has noted the concern for future announcements.
- UVAE asked what the breakdown would be for the roughly 400 reductions remaining. Management is unable to confirm that at this time. It is dependent on the outcomes of the 29 Transformation and Budget 2012 initiatives currently underway.
- Management confirmed that media lines issued about the reductions were approved in conjunction with Communications, the Minister's office, and SMC. The Institute raised a concern that some of the quotes were inflammatory to those who received letters.

Don Love/
Keith Hillier

3. Round Table Items

- The DGHR and UVAE discussed future WFA-ADI Committee meetings for the transfer of Ste. Anne's Hospital. DGHR has noted UVAE's concerns.

Action Item: DGHR to address the issues at the next WFA-ADI Committee.

- Next meeting will be scheduled for the morning of February 8th.

Don Love