

## Summary of Discussion from WFA Committee Meeting – July 19, 2013

### In attendance:

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

UVAE: Yvan Thauvette – Chair, Kim Coles

PIPSC: Doreen Weatherbie

Discussion Items	OPI for action items
<p><b>1. <u>Summary of Discussion from previous meeting</u></b></p> <ul style="list-style-type: none"> <li>• Two corrections were made to the previous summary of discussion.</li> <li>• Action items from the previous Committee meeting were addressed. Outstanding items include an interpretation and the updated alternation lists.</li> </ul> <p><u>Action item:</u> UVAE and HR to issue joint request to Treasury Board for confirming whether department can extend priority entitlement for the 1-year time limited surplus (Option A).</p> <p><u>Action item:</u> HR to issue lists of Alternation program participants to bargaining agents on a bi-weekly basis.</p> <ul style="list-style-type: none"> <li>• Kim Coles thanked HR for both the WFA sessions provided to members, as well as the opportunity to participate.</li> </ul>	<p>Terry Wiseman</p> <p>Don Love</p>
<p><b>2. <u>Alternations and Departures</u></b></p> <ul style="list-style-type: none"> <li>• DGHR provided data on departures as of July 16: <ul style="list-style-type: none"> <li>○ 296 letters issued for Wave 3</li> <li>○ Of those, 48 are resolved</li> <li>○ Of the remaining 248, 143 are affected, and 70 opting</li> <li>○ 15 alternations are in progress</li> <li>○ 39 SERLO processes are identified, as well as 2 right fit (determine departures from volunteers)</li> <li>○ July 19 was the last date in which an employee could choose to volunteer prior to a SERLO process being started</li> <li>○ Of the 39 SERLO above, 12 are resolved, and 8 are in progress, with further 7 to begin</li> <li>○ 12 are unresolved, but 9 of those involve only 1 or 2 departures</li> </ul> </li> <li>• UVAE expressed that departure dates did not allow enough time to consider the SERLO processes. DGHR responded that time for asking for volunteers or SERLO processes were taken into consideration. Any specific situations where delays may impact on allowing employees enough time to make</li> </ul>	<p>Terry Wiseman</p>

<p>sound decisions would have to be reviewed.</p> <ul style="list-style-type: none"> <li>• DGHR also allowed that current alternations and expected volunteers will result in many affected letters being rescinded.</li> <li>• DGHR listed current alternation numbers: <ul style="list-style-type: none"> <li>○ 156 employees willing to alternate</li> <li>○ Only 27 opting have put their name on the list so far</li> </ul> </li> </ul>	<p>Don Love</p>
<p><u>Action Item:</u> DGHR to provide bargaining agents with list of employees from VRAB's alternation program.</p>	
<ul style="list-style-type: none"> <li>• PIPSC gave the Committee an update of the WFA situations for their members.</li> </ul>	<p>Yvan Thauvette</p>
<p><b>3. <u>Round Table</u></b></p>	
<p><u>Action Item:</u> UVAE to send request in writing for interpretation on whether an employee can be reimbursed after their opting period. <b>Received.</b></p>	
<ul style="list-style-type: none"> <li>• UVAE described 2 situations of refused alternations. UVAE to provide details in writing if further follow-up is required</li> </ul>	<p>Terry Wiseman</p>
<ul style="list-style-type: none"> <li>• The reclassifications of affected and surplus positions were discussed.</li> </ul>	<p>Don Love</p>
<p><u>Action Item:</u> HR to confirm if the TSM is recalculated based on the retroactive salary.</p>	
<p><u>Action Item:</u> The DGHR will propose in writing dates for the next committee meeting.</p>	