

Summary of Discussion from WFA Committee Meeting – June 21, 2013

In attendance:

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

UVAE: Yvan Thauvette

PIPSC: Doreen Weatherbie

AJC : Mathieu Delorme

| Discussion Items | OPI for action items |
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| <p><u>1. Opening discussion on 3rd wave of WFA letters</u></p> <ul style="list-style-type: none"> The Committee discussed the last wave of WFA reductions. UVAE expressed concern at the lack of consultation and co-operation related to this wave. Bargaining agents had challenges in attending meetings held with affected or surplus employees due to the lack of notice. The representative's right to participate in these meetings was questioned in some cases. DGHR confirmed that this would be the end of formal waves of reductions. A combination of anticipated departures plus the alternations and resignations due to the last wave will help VAC achieve its Transformation and Budget 2012 objectives. The Department's focus is on ensuring those who want to remain at VAC have every opportunity to do so. <p><u>Action item:</u> DGHR to provide UVAE with breakdown of departures realized to this point.</p> <p><u>Action item:</u> HR to provide bargaining agents with the updated list of Alternation pool participants on a regular basis.</p> <ul style="list-style-type: none"> The Committee discussed past success with WFA sessions held for PIPSC members. DG Field Ops confirmed that some sessions were scheduled across the country. UVAE requested joint sessions for Charlottetown. <p><u>Action item:</u> HR to coordinate WFA sessions for employees that include information on Options and Alternation.</p> <p><u>Action item:</u> HR to re-issue information on Alternation to Department.</p> | <p>Don Love</p> <p>Don Love</p> <p>Don Love</p> <p>Don Love</p> <p>Don Love</p> |
| <p><u>2. Summary of Discussion from previous meeting</u></p> <ul style="list-style-type: none"> Action items from the previous Committee meeting include follow-up on a DM response to a letter from a member in Sydney, as well as providing data from other departments on leave of absence data. <p><u>Action item:</u> DGHR to confirm DM response has been issued.</p> | <p>Don Love</p> <p>Terry Wiseman</p> |

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| <p><u>Action item:</u> WFA Coordinator to issue Treasury Board link to LOA data.</p> <ul style="list-style-type: none"> • DGHR presented the departmental position on why it cannot extend priority entitlements when the departure date has been delayed. He confirmed that PSC advised that the authority is in fact with Treasury Board. ADM SC would like to do what is in best interest of his employees. UVAE requested to have this interpretation confirmed with Treasury Board. <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>3.</u> <u>Round Table</u></p> <ul style="list-style-type: none"> • ADM SD recommended having ad hoc meetings as required for issues arising from last wave of reductions. • The next Committee meeting is scheduled for the week of July 15. | <p>Terry Wiseman</p> |
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