

Summary of Discussion from WFA Committee Meeting – March 15, 2013

In attendance:

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

UVAE: Yvan Thauvette, Kim Coles

PIPSC: Doreen Weatherbie

AJC: Mathieu Delorme

Discussion Items	OPI for action items
<p><u>1. Disability Benefits Officer Right Fit Exercise</u></p> <ul style="list-style-type: none"> • The Director General of (COD) explained the process used to identify volunteers for WFA for the Disability Benefits Officers. She explained the qualifications, assessment method and quality control that would be used to select those to be retained. • The following issues were confirmed: <ul style="list-style-type: none"> • The DBU managers will reach a consensus on results for fairness • The recourse method for those retained is grievance • The bargaining agent will be notified before notification is issued to employees • Remaining staff who wanted to volunteer will have the opportunity to alternate • A national workload management process will be used to balance work for remaining employees and maintain efficiency • A SERLO process would not be required for Disability Benefits Assistants. <p><u>2. Previous Minutes</u></p> <ul style="list-style-type: none"> • The summary of discussion from the previous meeting was reviewed. • ADM SD has identified management representatives for the working group being established to report on CSA work issues. <p><u>Action Item:</u> UVAE will provide the names of two representatives the week of March 18.</p> <ul style="list-style-type: none"> • UVAE thanked management for their efforts in resolving CSA work description grievances. • The outstanding issue of regional union-management consultation will be addressed in the coming month. 	<p>UVAE</p>

3. Alternation/Departures

- DGHR confirmed that the request to provide bargaining agents with the list of members in the alternation program was with the Deputy Minister for approval. Once approved, bargaining agents will receive access to the Wiki page containing their members' names.
- Statistics for Alternation showed 9 completed in wave 1 of reductions, and 23 in wave 2 so far, with 7 more pending.
- ADM SD confirmed that through a combination of alternation, volunteers and relocation, no SERLO would be required for CSTM's.
- DGHR provided additional departure statistics from wave 2.
- The Committee heard that some alternates are considering more than one alternation. This causes frustration among the opting employees not chosen. It was agreed that management makes the right fit decision when more than two opting employees are interested for the same alternate position.
- PIPSC asked for confirmation of departure dates for employees involved in the office closure of the Saskatoon office. It was confirmed that all positions are required until February 28, 2014. Also, any time worked after the opting period ends – May 17, 2013 -- counts toward the TSM calculation.

Action Item: Charlotte Bastien to confirm the above dates were in letters received by Saskatoon employees.

Charlotte Bastien

Don Love

4. Round Table

- The next Committee meeting is planned for the week of April 2.