

Summary of Discussion from WFA Committee Meeting – May 7, 2013

In attendance:

VAC: Don Love, Keith Hillier, Terry Wiseman, Theresa Finkle

UVAE: Yvan Thauvette - Chair

PIPSC: Doreen Weatherbie

AJC : Mathieu Delorme

Discussion Items	OPI for action items
<p><u>1. Notes from previous meeting</u></p> <ul style="list-style-type: none"> • Action items were reviewed from previous summary: <ul style="list-style-type: none"> ○ Records of Employment (ROE) affected by TBS decision are being reviewed and re-issued. HR to confirm when completed. ○ CSA SERLO results were not affected by classification changes. However, no further CSA reductions are planned. ○ HR to provide LT sick and disability numbers to Committee members by next meeting. ○ Labour Relations/SD are reviewing PIPSC request to assist with LT sick and disability situations. DGHR confirmed the majority of cases will not be a fit for a downward reclassification. ○ DGHR to provide outstanding opting numbers by bargaining unit. 	<p>Terry Wiseman</p> <p>Don Love</p> <p>Terry Wiseman</p> <p>Don Love</p>
<p><u>2. Alternation/Departures</u></p> <ul style="list-style-type: none"> • Statistics for Alternation and Departures show: <ul style="list-style-type: none"> ○ 45 alternations completed so far. ○ 28 voluntary departures with WFA options. ○ 10 opting employees are available to alternate; 119 employees willing to alternate and leave the department. ○ Approximately 71 employees who received an opting letter have yet to pick an option. ○ 27 employees may be required to go through a SERLO exercise, but it is likely this can be avoided, if volunteers are found. ○ Of the 233 wave 2 letters, 95 are outstanding, including 66 still opting. • DGHR issued a letter to Level IV managers and above, asking them to 	

ensure opting employees are aware of their options and the limited time period to make a choice. ADM SD confirmed that the assignment of work will be clearer once departures are completed.

3. **Round Table**

- UVAE inquired on the status of a request made by a member to the Deputy. The response is drafted and at approval stage. The pension penalty cannot be waved in this situation, but other options are being considered.

- PIPSC asked for an update on the next wave of reductions. DGHR confirmed that planning is in progress.

- PIPSC gave examples of departments conducting staffing as a result of too many employees leaving. DGHR confirmed that specific recruitment may be needed for key positions, and to promote renewal.

- The next Committee meeting is planned for May 21.