

## Summary of Discussion from WFA Committee Meeting – September 26, 2013

**In attendance:**

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

UVAE: Yvan Thauvette, Kim Coles

PIPSC: Doreen Weatherbie

Discussion Items	OPI for action items
<p><b><u>Minutes from Previous Meeting</u></b></p> <ul style="list-style-type: none"> <li>• Approved</li> </ul>	
<p><b><u>Update on Alternation Statistics</u></b></p> <ul style="list-style-type: none"> <li>• DGHR provided the update on alternations and departures as of September 23:               <ul style="list-style-type: none"> <li>○ there are still 9 opting employees remaining on the alternation list – two found positions and two other opting employees added their names to the list;</li> <li>○ 56 alternations have been completed and one is pending from Wave 3;</li> <li>○ in total, 111 alternations have taken place to date;</li> <li>○ of the 78 outstanding, 34 are opting, 32 subject to SERLO processes (only if necessary) and 12 are on leave;</li> <li>○ 126 people volunteering to leave.</li> </ul> </li> <li>• DGHR confirmed that alternations are slowing down, but the Department is still doing whatever it can to help find matches.</li> <li>• To this point, no employees from the last wave have chosen Option A. Overall, only 5% of opting employees chose that option.</li> </ul> <p><u>Action Item:</u> Don Love to provide UVAE with the status of a potential alternation in Hamilton.</p>	Don Love

<p><b><u>Round Table Items</u></b></p> <ul style="list-style-type: none"> <li>• Kim Coles asked about a potential Student Bridging appointment in HR. DGHR indicated that he would look into the situation to ensure that surplus and affected employees were provided priority consideration.</li> <li>• ADM SD and DG Field Operations confirmed that there may be future reductions, mostly through attrition, on client service teams.</li> <li>• UVAE asked to receive information on which offices are currently overstaffed for Case Manager positions.</li> </ul> <p><u>Action Item:</u> ADM SD to provide UVAE with ratios - by office - of case-managed clients that are below the established average.</p> <ul style="list-style-type: none"> <li>• The Committee discussed a PIPSC inquiry about relocation costs for alternations. DGHR confirmed that relocation costs are paid out of each branch budget. He also confirmed that the Department paid full cost recovery to employees rather than employee-requested relocation, as some other departments have done.</li> </ul>	<p>Keith Hillier</p>
<p><b><u>Date for Next Meeting</u></b></p> <p><u>Action item:</u> DGHR's office will issue an invitation for the next meeting for October 25, 2013.</p>	<p>Don Love</p>