

Human Resources and Corporate Services  
Union Management Consultative Committee  
October 28, 2010

Record of Decisions

**DFO representatives :**

Michaela Huard, ADM, Human Resources and Corporate Services  
Filippo Gagliardi, Chief Information Officer & Director General, Information Management & Technology Services, A/Assistant Deputy Minister, HRCS  
Andrea Raper – A/Director General, Real Property, Safety and Security (RPSS)  
Patti Kuntz, Director General, Human Resources  
George Thwaites, Director, Labour Relations  
Sylvie Buendia Riva, Director, Program Planning and Coordination

Stéphane Bélanger, A/Director, Recruitment and Staffing (observer)  
Nadia Bing, Labour Relations (observer)

**Union representatives :**

Paula Dignan (UEW)  
John W. Fox (UCTE)  
Joy Thomson (CMMSG)  
Jim McMillan (PIPSC)  
Allison Burke, (PIPSC)

**Absent:**

Daniel Boulet (IBEW)  
Martin Grégoire (CAW)  
Luc Gervais (CAPE)  
Daniel Larose (ACFO)

**Item 1**

Opening remarks

- No items were added to the agenda.

**Item 2**

Approval of the Minutes of HR&CS-UMCC meeting of May 25, 2010

- It was agreed that HRCS-UMCC minutes would, from now on, be a Record of decisions, including a record of attendance and that every subject would be identified under a heading even if no action required.
- Minutes were approved without changes.
- RoD version of the Minutes was discussed in order to approve it as the official document for the May 25, 2010 meeting – please refer to this RoD for more details on additional changes.

**RoD was approved and will be translated and sent to all participants in the forthcoming weeks.** (Sylvie Buendia Riva)

### Item 3

#### Composition of HR&CS-UMCC and Draft Terms of Reference

- Attendance of the Chief Financial Officer in the HRCS-UMCC meetings as Committee member. If so, the mention of the CFO as member of the committee will be re-entered in the Terms of reference.  
**George Thwaites and Patti Kuntz to confirm with CFO regarding his attendance as required and report back.**

### Item 4

#### Information Management and Technology Services (IM&TS)

- a) Contracting out of PC imaging work – changes and impact on PIPSC members
  - Information was provided by Filippo Gagliardi. No further action required.
- b) Educational requirements in the screening criteria of CS staffing processes
  - Information was provided by Filippo Gagliardi on the approach he took with regards to staffing and more specifically on “note 3” of the education requirements. He explained that this was a government wide approach.
  - **It was agreed that Jim McMillan would get back to Filippo Gagliardi and the committee on how many members are interested in apprenticeship programs.**

### Item 5

#### Human Resources

- a) PSMA Review – DFO input
  - Patti Kuntz mentioned that there had been a number of comments provided during PSMA review in different forums but that we had not participated in formal meeting between the DM and TBS officials, so could not comment on actual input. No further action.
- b) Staffing (Area of Selection process, long-term acting issues, EE initiatives)
  - A separate meeting on EE has already been scheduled for November 18th.
  - **With respect to area of selection, Stéphane Bélanger to confirm with regional Human Resources offices that in cases where Unions need to be advised of a change in area of selection, and in particular for UEW, that the information is to be sent directly to national UEW office (rather than regional offices/representatives)**
  - With regards to long term acting issues, **it was agreed that should there be specific cases of concern, that Paula Dignan should speak directly with Stéphane Belanger.**
- c) Return to work and accommodation – update on current DFO processes / drafts of policies and guidelines
  - This issue will now be discussed at meeting scheduled for November 18<sup>th</sup>.

### Next meeting

To be scheduled sometime in April or early May 2011.