

# **ARTICLE 29 MINUTES**

## **MINISTRY OF ATTORNEY GENERAL ARTICLE 29 September 17, 2009**

### **Attending:**

#### **MANAGEMENT MEMBERS:**

Cathy Fulton, Co-Chair (*Strategic HR Office*)  
Monica Rauter (*Justice Services*)  
Bill Grandage (*Court Services*) by phone

#### **REGRETS:**

Darlene Joaquin (*Court Services*)

#### **UNION MEMBERS:**

Russell Katzer, Co-chair, (*Court Services*)  
Cynthia Mepham-Egli, (*Justice Services*)  
Derrick Goodwin (*Court Services*)  
Brenton Walters (*BCGEU staff member*)

#### **Recording Secretary:**

Lorna McNally (*Strategic HR Office*)

### **1. AG Work Environment Survey – Cathy**

- Cathy – nothing new to report.
- Derrick would like to see a further breakdown provided by BC Stats.
- Cathy advised that each ministry and branch have a breakdown of their data. Further breakdown may be available as a special request through BC Stats at additional cost to the branch.
- Derrick was advised to discuss his request with his management team.

### **2. EPDP - Cathy**

- Russell was concerned that the use of EPDPs as an evaluative tool may not be consistent throughout the ministry and may therefore cause issue for some employees, especially if they do not meet established goals and targets. Monica advised that Justice Services Branch is currently working on the planning phase of the EPDP cycle.
- Derrick indicated that, given recent budget pressures, employees currently have no opportunity to follow through on EPDP plans related to training.
- Cathy acknowledged that budget pressures have impacted training plans.

### **3. Cost Savings/Efficiencies – Russell & Cathy**

- No new ideas were brought forward.

### **4. Opportunities Skills Database (OSD) – Cathy**

- Cathy explained the Opportunities and Skills Database (OSD) history, evolution of the voluntary matching process and management's desire to mitigate the number of potential job losses by offering re-assignments into funded positions. Cathy also reiterated Jessica McDonald's message that the size of our Public Service workforce will continue to decline over the next few years.
- Russell is concerned that employees may have been placed through this process without regard to seniority, contravening the collective agreement.
- Cathy reminded the committee that the PSA Labour Relations branch has met with senior union leaders on the OSD process, and so suggested they consult with their union leaders on those discussions.
- Brenton asked for clarification on the lateral transfer process within ministry/government and the priority placement parameters on voluntary assignments.
- Cathy clarified that lateral transfers were offered based on classification as Russell raised a concern that this process could be seen to be arbitrary.

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- Russell was also concerned that the union was unable to place senior stewards in areas when and where affected employees were advised. Cathy confirmed that a meeting between the Public Service Agency and senior union leaders took place prior to Article 13 being evoked so notification was given and a discussion ensued that the likelihood of the union being able to logistically coordinate shop stewards being available in all offices was unlikely.
  - Cynthia asked if a representative from the Public Service Agency could be invited to the next meeting to discuss the ongoing placement process.
  - **Action: Cathy to invite Mark MacLeod from the PSA to the next meeting.**

**5. Digital Audio Recording System (DARS) – Darlene**

- Russell received a call relating to Article 22.A and will contact Bill directly on this matter.

**6. Process for Affected Employees – Russell & Cathy**

- Cathy advised the Public Service Agency and the union continue to meet to discuss the next steps and the role Article 29 Committees will have in the Article 13 placement process, if any.
- Cynthia stated our role as an Article 29 committee is different from an Article 13 committee. The committee is allowed to point out inconsistencies that could lead to grievances later on. Everyone agreed.
- Cathy committed to advising if any further direction comes forward from discussions between senior union leaders and Labour Relations at the PSA on whether the Article 29 committee will play a more involved role in the Article 13 placement process.
- The PSA is providing support to all affected employees.
- A discussion took place on whether or not an affected employee had been placed through the Article 13 process yet.
- Russell asked for clarification on the role of the Hiring Centre but as yet the ministry is not able to provide any information.
- **Action: Cathy committed to having the PSA provide an update on all Article 13 placement activity at our next meeting.**

**7. Ministry Seniority List – Cathy**

- Cathy indicated she had provided Russell with the seniority list prepared by the Public Service Agency. Russell will request a list of all auxiliary placements under 3 years.
- Derrick expressed his concern on any impact on OSH Audits as they provided useful information relating to WCB claims.

**8. Future Agendas – Cathy**

- It was agreed that the following Standing Item will remain on the agenda:
  - Cost Savings/Efficiencies

**Next Meeting**

November 19<sup>th</sup>

1:30 – 4:00 pm

5<sup>th</sup> Floor, 910 Government Street