



National Union Management Consultation Committee (NUMCC)
Comité national de consultation patronale-syndicale (CNCPS)
Minutes

Date: March 20, 2024/20 mars 2024 Time/Heure: 9:00am/9 h00 – 3:30pm/15 h30 Ref no. 75364
Location/Lieu: Virtual 303 Main 14th floor boardroom w/Link MSTeams lien

Members/Membres:

Co-chairs/Coprésidents: Jocelyn Beaudette, Milton Dyck
Cheryl Blahey, David McKenzie, Dennis Tong-Ly, Esther Salvano, Gino Castonguay,
John Mann, John Deptuck, Jon Friesen, Karl Daher, Kristin Bowler, Patti Charach, Michelle Holigroski,
Pascal Arpin, Steve Faria

Regrets: Gai Sta Maria, Michelle Dedieu

Item #	Subject Matter
Wednesday March 20, 2024	
9 :00am	<p>Welcome –Jocelyn Beaudette and Milton Dyck co-chairs Members were all welcomed to the table by Jocelyn and Milton. Milton Dyck with Land recognition.</p>
9 :05am	<p>Chief Commissioner Update/Mise à jour du Commissaire en chef Chief Commissioner provided an overview of the initiatives the Commission has focused on. Stakeholder Engagements : In person events in Saskatchewan and Alberta specifically. Virtual engagements with stakeholders in Eastern Canada. Many conferences and industry meetings being attended. Resolutions : Some resolutions the Canadian Federation of Agriculture meeting in Ottawa, that occurred earlier in February to look at CGC related specific issues. Commission Activities : Announcement of Chief’s retirement for April 30th, publicly announced to staff. Minister made aware in February. A new Chief Commissioner should be in place in time for the deadline. Canadian Grain Act (CGA) review : No update on CGA review timelines from the Minister of Agriculture CGC Service to Industry : Continue to look forward to opportunities that might improve the way CGC provides service to the industry and anticipate planning for this. Chair thanked the Chief Commissioner for his update on government and CGC initiatives.</p>

9 :20am	<p>2023 09 12 Record of meeting / 2023 09 12 Compte rendu de réunion</p> <p>No comments received, minutes adopted as presented.</p>
9 :30am	<p>Action Items</p> <p>Post Work Stoppages remains an open item.</p> <p>Facilities Update remains an open item.</p> <p>Actions items status have been updated.</p> <p>ACTION ITEMS:</p> <p>Post work stoppages - Follow-up with PSAC legal on Essential Services for Inspectors (Milton)</p> <p>Facilities –Provide an update on the grading benches and the refit process (Gino)</p>
MANAGEMENT ITEMS / POINTS DE GESTION	
9 :45am	<p>GIDP Program Evaluation - Director, Gino Castonguay / Directeur Services à l'industrie SME : Angela Davis, Chief Audit & Evaluation Executive/ Chef du service d'audit et d'évaluation, Karla Petri, Program Evaluator/Evaluatrice de programme <i>Presentation provided not for further distribution.</i></p> <ul style="list-style-type: none"> • Gino provided background information on the GIDP program and explained that an internal review by Industry Services was conducted to identify areas for improvement. An external audit was also conducted to provide an unbiased perspective. • Presented four recommendations to improve the GIDP program. The first recommendation is to reduce the duration of the program while maintaining its efficiency. The second recommendation is to improve the recruitment process and trainee retention. • Discussed the recommendations for the grain inspection training program. The recommendations include adding more trainers, developing a clear curriculum, reorganizing the program content into a competency map, implementing a formal program feedback for trainees, and modernizing the training material. • Gino presented recommendations to stay open and adapt to new technology, incorporate a database to provide up-to-date information about trainees, and bring all information back to one location. Management is supportive of these recommendations and is finalizing the management action plan. • Gino and Milton discussed the report and management's response to it. Gino explained that the report was the result of consultation with staff and other program stakeholders that they will be involving employees, training teams, and supervisor managers in the process of addressing the management action plan. • Milton and Gino discussed the training program and the lack of initiative regarding self-studies. • They agreed to have employee representatives' input to shape the program before it is rolled out. • Discussed the results of the evaluation report. Karla provided details on the percentage of supervisors, specialists, and trainers she spoke with, as well as external stakeholders. She also mentioned that the program was well-received by external stakeholders. • Members discussed the release of the management action plan. The plan will be approved by the Chief Commissioner in early to mid-April. After approval, it will be distributed to members and posted publicly on the website. • Members discussed the GIDP program and its regional differences. They talked about the need for input from shift workers and the challenges of developing a competency-based program. They also discussed the need for external validation and the importance of detailed input from the Union.

	<ul style="list-style-type: none"> Jocelyn explained that the management action plan is in response to the audit and evaluation report. The plan holds management accountable for timelines on getting things done. Discussed the challenges of implementing a new training program for inspectors, acknowledging the need for adjustments to optimize sustainability. Discussed the challenges of implementing the changes to the Grain Inspector Development program for the organization, which will require a lot of heavy lifting and resources over multiple years. <p>ACTION ITEM: Finalize the management action plan and get approval from the departmental audit committee. Communicate the approved plan to the union and the employees and consult them on the implementation details.</p>
10 :45am	HEALTH BREAK (15 MINUTES)
	UNION ITEMS/POINTS SYNDICALE
11 :00am	<p>Discussion/Request a review of the work descriptions - Local 00030 - John Deptuck, Supervising Grain Inspector / Inspecteur superviseur des céréales</p> <ul style="list-style-type: none"> John proposed to review the work descriptions for the PI-1,PI-2 PI-3, PI-4 levels, which haven't been updated since their creation ten years ago. He suggested aligning the work descriptions with the current realities of the work being performed. Members discussed the need to prioritize job description review and classification in light of the current TBS focus. They emphasized the importance of accurate work descriptions and identified the need to ensure that they reflect changes to PI requirements. Members discussed the work description review and its priority. They also talked about the need to review all job descriptions for equity on a male and female basis. Milton added this to the agenda for discussion. Milton discussed the process of separating jobs into male, female dominated jobs and comparing whether female dominated jobs have been traditionally underpaid compared to the male dominated jobs. They also discussed the need for non-representative employees to have their say in these committees. Patti informed the group that there are limited classification resources and they are guided by Treasury board priorities. <p>ACTION ITEMS : As part of the GIDP evaluation work descriptions will be examined to ensure accuracy and alignment with the program.</p>

MANAGEMENT ITEMS / POINTS DE GESTION	
11 :30am	<p>Pay Integration Update - <i>Executive Director, Michelle Dedieu / Directrice executive des ressources humaines</i> <i>SME : Jim Sudyko, Manager Pay Integration and Business Support / Gestionnaire Intégration de la rémunération et soutien opérationnel</i></p> <ul style="list-style-type: none"> • Discussed the changes in the pod and the reduction in the backlog of cases. The pod is now back to the original one established in 2018, which includes Canadian Grain Commission, Canadian Dairy Commission, and Agriculture and Agri-Food Canada. • Provided an update on the progress of the pay center partnership. He mentioned that the backlog of final payments for retirements and severance pay has reduced. • Discussed the increase in inquiries received by the CGC generic mailbox and the challenges faced in addressing them. He mentioned that the common inquiries were related to delays in processing benefits and time and labor issues. • Provided an update on the retirement leave and income averaging. Contract revisions are auto run , PA & TC complete, IT group is pending. • Discussed the new pay system and its gradual rollout. Jim mentioned that the testing has been going well and the ownership has been transferred from Treasury Board to Public Works. • Milton and Jim discussed the issues with the Phoenix system and the Pay center. Milton expressed concern about the increasing backlog of cases and the lack of prioritization for severance cases. • Discussed the backlog issues with Phoenix. Jim mentioned that they are allowed to send two priorities a week to the pay center. However, the pay center is concentrating on collections. • Discussed the challenges of centralizing the HR systems and the Pay system. They mentioned that there are about 20 systems out there, and some departments want to do their own Pay. • Members discussed the ongoing challenges with overpayments and the efforts being made to address them. They also discussed the progress being made in reducing overpayments since 2020. The group also discussed the challenges with the Phoenix pay system and the efforts being made to correct errors. • Discussed overpayments and how to address them. They identified \$11,000 in payments that are now statute barred and are getting approval from Treasury Board to write them off. They are dealing with AAFC to prevent having to write off more overpayments. • Members discussed the ongoing challenges and concerns with the Pay center. They have been focusing on what they can do within the department to help their employees.
11 :45am	<p>EEDI Update - <i>Executive Director, Michelle Dedieu / Directrice executive des ressources humaines</i> <i>SME : Shannon Mailer, Human Resources Manager / Gestionnaire, Ressources humaines</i></p> <ul style="list-style-type: none"> • Provided an update on equity, diversity and inclusion at the CGC. • Provided updates on the Indigenous Career Navigator program and the Accessibility plan. The Indigenous Career Navigator program was launched in the second half of 2023 and offers career advice and guidance to Indigenous employees. • Discussed the progress of the current plan to improve inclusivity and accessibility for all CGC employees. • Discussed the committee's participation and expansion. Shannon mentioned that they have members from across the country, including outside of headquarters. <p>ACTION ITEM: Provide committee member roster to Milton and share EEDI newsletter with Milton and David. (Shannon)</p>

12 :00pm	LUNCH BREAK
DIVISIONAL UPDATES / MISE À JOUR DIVISIONNELLES	
1 :00 pm	<p>Finance – CFO, Cheryl Blahey / <i>Unité des finances – chef de la direction financière</i></p> <ul style="list-style-type: none"> ➤ Updated everyone on the CGC financial situation. CGC is currently not cost recovered and are accessing surplus significantly. There is a financial risk of continuing to access surplus until there is an opportunity to raise service fees. ➤ Updated the team on the CGC's costing scenarios, including the need to add money to ensure cost recovery, infrastructure issues, and the surplus that's impacting things. ➤ Finance has implemented business intelligence tools to cost center managers to give them better financial information to manage their budgets. ➤ Discussed the implementation of a new booking tool that allows employees to book their workspace at HQ. She also mentioned that there haven't been any complaints about space issues. PSPC is putting pressure on departments to reduce their office footprints on a go-forward basis. ➤ Milton and Cheryl discussed the rumors about a 25% reduction on special purpose space. <p>FOLLOW-UP</p> <p>Real property : introduce the new manager of real property to the Union.</p>
1 :20 pm	<p>Industry Services – Director, Gino Castonguay / <i>Directeur Services à l'industrie</i></p> <ul style="list-style-type: none"> ➤ Gino talked about 5 additional grading benches to be installed in various locations, and the renovation projects currently underway. He also discussed the in-country presence strategy and the follow-up process to the final quality determination samples. ➤ Gino and Cheryl discussed the minimum square footage required for offices and labs. Cheryl mentioned that there is a formula that PSPC uses to determine the required square footage based on the number of FTE's. ➤ Discussed the challenges of recruiting people in regions where the grain sector is not well known. He emphasized the importance of utilizing the expertise of inspectors and specialists to make the best use of available resources. ➤ Discussed several topics in the meeting. Firstly, he talked about the need for more capacity at Norton St Laurent and the importance of consistency in the number of employees reporting to operation supervisors across the country. ➤ Discussed the follow-up process to the final quality determination samples, which aims to resolve disputes between grain companies and producers delivering grain to a primary elevator. The process involves verifying the sample and understanding the circumstances of the dispute. ➤ Discussed the renovation projects for the Calgary, Thunder Bay, Sarnia Elevator Inspection Office, and Pacific locations. He allocated funds for five additional grading benches and requested input on equipment priorities. ➤ Members discussed updates on facilities, approved cargo statement review, and IS docs application. John asked about increasing the number of FTEs in inspection, and Gino explained that they are staying stagnant in terms of FTEs within industry services.

	<ul style="list-style-type: none"> ➤ Gino provided updates on the facilities and the approved cargo statement review. The team has found a replacement product for the unfit lights and has made great progress on the approved cargo statement review. ➤ Provided an update on the completion of the first phase of the E-services initiative, which includes liability reporting for licensees as an online service through the CGC portal. ➤ Gino, John and Steve discussed the Final Grade Determination Program and the availability of grading benches. Gino noted that there has been a conscientious choice to send samples to the CGC for a specific reason. ➤ Members discussed the future of digitizing licensing and safeguards work and issuing export documentation. They plan to separate the project into two streams. One stream will focus on digitizing licensing and safeguards work, while the other will focus on issuing export documentation. <p>FOLLOW-UP</p> <p>In-Country Presence : monitor the data and feedback from the final quality determination samples and evaluate the impact and effectiveness of the follow-up process.</p> <p>Approved Cargo Statements : finalize the four remaining statements and publish the revised catalogue.</p> <p>Grading benches : install five additional grading benches in priority locations.</p>
2 :15 pm	<p>Grain Research Laboratory – <i>Director General, Esther Salvano / Laboratoire de recherches sur les grains, directrice générale</i></p> <ul style="list-style-type: none"> ➤ Esther discussed the progress of the increase of the footprint project, which is going well. They talked about the renovation and the need for top-notch communication. Esther also mentioned the finalized annual planning, including budget, capital plan, travel, and training. ➤ Esther presented the draft and presentation plan for the CGC science strategy to the executive and the Commission. The plan includes options with different levels of ambition, focusing on grain quality, research, and monitoring currency.
2 :30 pm	<p>Human Resources – <i>Acting Executive Director, Patti Charach / Directrice executive des ressources humaines</i></p> <ul style="list-style-type: none"> ➤ Members discussed the renewed focus on values and ethics and the launch of required training for employees and managers. They will also be launching divisional discussions to ensure that the training comes alive and is understood within various work contexts. ➤ HR presented two key updates at this meeting, pay integration and employment equity,
2 :45 pm	<p>Innovation & Strategy – <i>Executive Director, Jon Friesen / Directeur exécutif d'innovation et stratégie</i></p> <ul style="list-style-type: none"> ➤ Jon reported that CGC is working on a framework for engaging with companies who are developing products that use artificial intelligence and digital photography for grain quality assurance and grading. This process is looking at the potential for CGC involvement in the research, commercialization, and certification of these tools. ➤ Members discussed the use of AI in grain inspection and the concerns around job losses and technical changes. They also talked about the challenges of implementing digital certification for export documents, including the need for authentic signatures. ➤ Online service portal: the CGC is setting up two separate project teams to pursue the digitization of licensing and safeguards work and export documentation.

3 :00 pm	<p>Information Management Technology Services – CIO Karl Daher / Gestion de l'information et Services de la technologie</p> <ul style="list-style-type: none"> ➤ Karl discussed the progress of the video conferencing project. The video conferencing project is almost complete, but there are still two outstanding elements. He also talked about the development of a mobile strategy 2.0. The focus on security and networking speeds was also discussed. ➤ Jocelyn and Karl discussed the use of generative AI and its potential to enhance administrative tasks. They are exploring how generative AI can be used to enhance jobs, but there are privacy and security concerns. Karl mentioned that video-based training is going to be integral as a part of their revamp. They also talked about the change in Wi-Fi access for staff throughout the organization.
<p>Co- Chairs Closing remarks</p> <p>Jocelyn discussed the challenges of the hybrid work model and the need for further evolution. She also mentioned the pressure for digital modernization and the changes in senior leadership that may create turbulence in the organization.</p> <p>Jocelyn expressed her respect and appreciation for the attendees and their hard work. She emphasized the importance of collaboration and transparency in order to achieve their goals.</p> <p>Milton thanked Jocelyn for her contributions and wished her well in retirement.</p>	