

PIPSC

IRCC Consultation Newsletter

SPRING 2018

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The Employer will continue past practice in giving all reasonable consideration to continued employment in the public service of employees

2018 – 2019 IRCC Consultation Team

Patrick Provost – President

Christian Baillargeon – Vice President

Nick Schonning – NHQ Executive Member-at-Large

Denis Lavergne – NHQ Executive Member-at-Large

Larry Ponich – Prairies Executive Member-at-Large

Jean Boulet – NHQ Executive Member-at-Large

Contracting Out Action Team (COAT)

A Contracting Out Action Team (COAT) was established by the CS Group to monitor the buy and sell website to ensure the department is in compliance with Article 30 of the CS Collective Agreement on Contracting Out.

What is Article 30: contracting out?

30.01 The Employer shall make a reasonable effort to use existing employees or hire new indeterminate or term employees as needed before contracting out work described in the Bargaining Certificate and the Group Definition. However, to meet operational requirements, public service managers may choose to contract professional services in certain circumstances instead of making an appointment pursuant to the Public Service Employment Act.

30.02 The Employer will continue past practice in giving all reasonable consideration to continued employment in the public service of employees who would otherwise become redundant because work is contracted out.

30.03 When work is contracted out due to technological change, the provisions of Article 23 shall apply upon the implementation of the new technology.

30.04 Communication

Through Labour Management Consultation Committees, or through another forum as agreed upon by both parties, Departmental and PIPSC representatives shall meet to discuss and exchange on issues associated with contracting out, such as but not limited to, the influence on working conditions, complexity of tasks, information on contractors in the workplace, future resource and service requirements, skills inventories, knowledge transfer, position vacancies, workload, and Managed Services.

30.05 Workforce adjustment

Employees potentially affected by an anticipated Workforce adjustment shall be retained in preference to the continuation of a contractor provided the employee is capable of performing the necessary work.

*Article 18.04 b.**An employee shall receive professional development yearly*

Professional Development

- a. Article 18.04 of the Collective Agreement: The parties to this agreement share a desire to improve professional standards by giving employees the opportunity, on occasion, to:
- i. participate in training, workshops, short courses or similar out-service programs to keep up-to-date with knowledge and skills in their respective fields;
 - ii. conduct research or perform work related to their normal research programs in institutions or locations other than those of the Employer;
 - iii. carry out research in the employee's field of specialization not specifically related to his assigned work projects when, in the opinion of the Employer, such research is needed to enable the employee to fill his present role more adequately;
 - iv. participate in language workshops, or courses or immersion programs to improve and/or attain their language competencies; and
 - v. participate in the Joint Learning Program. The Joint Learning Program (JLP) is a partnership between the Public Service Alliance of Canada (PSAC) and the Treasury Board of Canada Secretariat.
- b. **An employee shall receive professional development yearly** to participate in one or more of the activities described in paragraph 18.04(a). The nature of the professional development, duration and timeframe will be discussed between the employee and the Employer, and be subject to management approval.



Nix Phoenix. We deserve better.

Phoenix

Nix Phoenix. We deserve better.

Public servants – like all working Canadians – deserve to be paid accurately and on time. They need adequate staff support in their workplaces to address Phoenix pay problems now. It's time for a new system designed and implemented by federal IT experts. It's time to nix Phoenix.

Email the Government: http://action.pipscc.ca/new_pay_system

Employee Assistance Program (EAP)

<http://cicintranet.ci.gc.ca/connexion/hr-rh/workplace-lieu/eap-pae/index-eng.aspx>

A voluntary and confidential service to help you with personal concerns that affect your well-being or work performance.

Contact: For more information or to make an appointment, call 1-800-268-7708.
TTY: 1-800-567-5803.

Vacancies on IRCC Consultation

We are looking to fill vacancies on our IRCC Consultation Team to have full regional representation.

BC Region - Executive Member-at-Large

Ontario Region - Executive Member-at-Large

Quebec Region - Executive Member-at-Large

Atlantic Region - Executive Member-at-Large

Please email: provost@pipsc.ca to enquire.

Upcoming Events

BC Advanced Training School	April 11 – 14
Atlantic Regional Training School	April 12 - 14
Working Group on Consultation	April 27
Advisory Council	April 28
Ontario Labour School	May 2-5
IRCC NLMCC	May 8
Prairies Labour School	May 10 - 12
BC Basic Steward Training	May 10 - 12
NCR Advanced Training School	June 7 - 9
CS AGM	June 9
Consultation Symposium	June 15 - 16

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