

(Original submitted in English)

CFIA-S&A Presidential Newsletter January 2023

Happy New Year to everyone. All of us on the CFIA-S&A Executive hope all of the S&A members (CO, EN-ENG, ES, PG, SE-RES, SE-REM and SR classifications) had a good holiday and are ready to take on the challenges and opportunities coming up in 2023.

Here's some of the latest news.

The impacts of COVID-19 on our current work are still being felt on a daily basis by each member in different ways based on their individual circumstances.

Our Stewards ([CFIA-S&A Group Stewards | The Professional Institute of the Public Service of Canada \(pipsc.ca\)](#)) our National Executive ([CFIA-S&A Group Executive | The Professional Institute of the Public Service of Canada \(pipsc.ca\)](#)) and our National Consultation Team ([Canadian Food Inspection Agency Consultation Team | The Professional Institute of the Public Service of Canada \(pipsc.ca\)](#)) have been in constant contact with CFIA management to voice your concerns and will continue to work on your behalf in 2023.

SR Conversion Update

Classification Grievances

A first classification grievance hearing has been scheduled for the Supervisor, Science Laboratory Standards Compliance job description in April 2023. We expect to arrange for a classification grievance hearing every two to three months thereafter until all six grieved job descriptions are completed. Members who grieved this job, including those with a grievance the employer rejected, can expect further communication in late January 2023 as we look to gather additional information to build our case.

By using the best example sources from a sample of current/former incumbents, a classification grievance seeks to demonstrate the job description has been incorrectly classified. A classification decision applies to everyone who has that job, subject to certain exceptions currently under dispute. PIPSC continues to assert that anyone who had a job description which is reclassified should be entitled to the outcome of a classification grievance - even those who have retired, changed jobs, did not grieve, etc.

Mapping Grievances

We expect to obtain more information on moving forward with mapping (job content) grievances in the coming weeks. Once we know more, individual grievors will be contacted regarding next steps and scheduling hearing dates. To make the grievance

process more efficient and to increase the likelihood of a desirable outcome, PIPSC will prioritize grouping members with similar situations together so that several individual, related grievances can be heard at once.

Employer-Initiated remapping/Job Description Changes

A small portion of members were informed over the summer that the employer intends on developing a new job description or proposing an existing job description belonging to another occupational group (non-SR) for their specific circumstance. We are not aware of any movement on these files. Should the employer contact you to investigate changes to your assigned job description (which may include a Job Validation Review, also known as desk audit or onsite), please communicate with compensation@pipsc.ca so that we may support you during this process. We will make inquiries on your behalf and provide updates on the expected timeline.

Rejected Grievances

The employer has contacted approximately thirty members to inform them that the classification grievance filed on their behalf this summer is not valid as the individual was not in the job at the time the grievance was filed. As we stated in our informational materials, we were expecting this outcome. PIPSC has or will be filing for judicial review on behalf of members whose grievance was rejected for this reason. Judicial review is a type of legal complaint where a judge reviews the actions of a part to determine if they were fair and reasonable. At hand, is the CFIA policy which does not allow former incumbents to file a grievance. PIPSC believes this policy does not respect the basic principles of justice for several reasons - amongst them being it grants the employer full discretion over classification without any dispute mechanism for certain members, creates perverse incentives to delay addressing classification issues, and can produce a disparity in classification for individuals who did the exact same job based solely on their current employment status.

Once again, we thank members for their immense patience over these past few years and, especially, these past several months. We know this process has been very frustrating for many of you and look forward to concrete solutions in 2023.

Bargaining Update

The CFIA-S&A bargaining team is in place and training is planned for February 2023. The intent to bargain was filed with the employer in August 2022 and our current collective agreement expired September 30, 2022. The S&A members bargaining survey was sent in November 2022 to obtain your responses to assist the team in determining your concerns and priorities to direct the team in their bargaining activities. The team needs to review the responses and prepare our bargaining demands. It is anticipated that we may meet with the employer closer to Spring 2023. Your

bargaining chair continues to participate in the PIPSC Strategic Bargaining Committee (SBC).

Pay Equity Update

CFIA had their first Pay Equity meeting in June 2022 with the Working Group. This group is composed of PIPSC executive, PSAC executive, union staff and the employer. With the assistance of the CFIA S&A President Frederick Jamieson, we had a call out to members to be part of the Pay Equity Committee. We needed expertise in the organization and job responsibilities. The Pay Equity Committee has met a couple of times to review the Terms of Reference that each member will need to abide by. We will keep the executive apprised through bi-monthly meetings and vet any messages sent to employees through the Working Group. The Pay Equity Committee members will receive training on different Job Evaluation Tools and expectations. It is imperative that we work collaboratively with the other union, non-represented and the employer. PIPSC will be conducting their own Pay Equity training for all of our committees in January 2023.

PIPSC Scholarship fund – Legacy Cup

The PIPSC Legacy Foundation is committed to supporting the next generation of professionals. The foundation's sole purpose is to support the education of deserving young people across Canada.

The mission of the Legacy Foundation is to promote the intertwined values of professionalism and service, both to community and to country. This mission is accomplished by awarding scholarships for post-secondary education.

Through the generous donations of our PIPSC community and [corporate sponsors](#), the foundation has generated more than a million dollars in scholarships for young Canadians.

Scholarships

The scholarship program began in 1999 with an endowment from PIPSC members to form a scholarship fund. Since then, corporate sponsors and the PIPSC community have contributed funding for additional scholarships.

The Legacy Foundation offers scholarships to children and grandchildren of regular or retired PIPSC members. Students must be entering their first year of post-secondary education in a full-time program.

Awarding of the Legacy Cup

At the 2014 PIPSC AGM, a friendly competition was launched among PIPSC Regions to see which Region could raise the most money per capita for scholarships during the year.

The winning Region would earn the “Legacy Cup” plus an extra scholarship for a student in their Region.

Awarding of two Legacy Cups

For the first time, at the 2022 PIPSC AGM, the Legacy Cup was awarded to a bargaining group -- the CFIA-S&A -- for raising the most money in the Bargaining Group competition. Fred Jamieson, President of the CFIA-S&A Group accepted the Legacy Cup on behalf of his group. An extra scholarship will be awarded to a CFIA-S&A member's child in 2023.



I encourage all CFIA-S&A members who have children/grandchildren that meet the PIPSC scholarship requirements to visit the PIPSC website for more information.

For more information, visit www.pipsc.ca/legacy or email scholarship@pipsc.ca.

Steward recruitment

The CFIA Scientific and Analytic Group is actively seeking out members who would like [to become Stewards](#), to sit on consultation, occupational health and safety, and diversity committees, and take part in special projects as representatives of the S & A group and PIPSC.

Due to the Covid pandemic over the last three years, the Canadian Public Service has been undergoing, once in a life time, major changes in where and how you work. We need individuals who want to part of working with management to represent the best interests and needs of all of our members during this current transition and into the future.

It's easy to get started and we promise to give you an easy entry into the world of union activities and Steward roles. The first step is to fill out a [Steward Application form](#) on the PIPSC Website .

Through engagement and training provided by PIPSC, you'll gain valuable skills, experience and meet other likeminded PIPSC members, from across the Federal Public Service, who want to be part of the solution, and have some fun too.

Feel free to contact any Steward or member of the S & A executive if you want more information or just a little encouragement

Respectfully
Fred Jamieson
CFIA-S&A Group President