

**Special Meeting  
Business Management  
Offices (BMO)  
Reorganization**

**Thursday, March 28, 2013,  
at 12:00 pm  
in Room A2-217,  
L. B. Pearson Bldg  
125 Sussex Drive, Ottawa.**



**Assemblée des Dirigeants  
Réorganisation des  
Bureaux de gestion de  
d'entreprise**

**le jeudi 28 Mars 2013,  
à 12 h 00  
à la Salle A2-217,  
édifice L.B. Pearson,  
125, promenade Sussex, Ottawa.**

**Minutes**

**2013**

**Minutes**

*La traduction de ce document est disponible sur demande.*

Meeting background :

BMO is currently going through a re-organization. There is a need for the union and the employer to be in constant communication to ensure effective and adequate action items are resolved.

December 21, 2012 President's background:

CFO is AS-7 directors not invited to this meeting. As per the CFO no affected letters have been sent yet. If there is to be in the future then the union is to be present first.

Process of surplus or affected employees:

Management meets with you at the time of the affected letter. Union representation should also be present. They do their best to find you something else. If you are issued an affected letter.

## **1. New Business**

BMO re-organization

WFA tool affected letters will be issued to employees week of March 24, 2013 on-going. Proposed surplus letters will be issued in April 2013. Concern from members about re-organization Gordon has decided that a sub-committee looking at these items will be done through broadcast message. Linguistic profiles will also be added to the radar for discussion.

Gordon advised that there are going to be new organizational charts coming months. New CR-4's are possible. There is a list with 95 employees on it, with mainly AS-5's and AS-7's. There currently is too many AS-3's. The positions may not have enough linguistic profiles and may need maneuvering to fit "best fit" candidates to the positions. The CIDA and DFAIT merger has caused another impact to the re-organization of BMO office. There may need to be alteration systematic approach to find other transfer approaches within the coming months.

Questions from the floor:

- 1) Many extra tasks are being absorbed by the workers now no extra money and too much volume?  
Answer: Toney management not enough people (need to be structured that way to operationally cope)
- 2) AS-3's should be given fair opportunity for the already staffed AS-7's and AS-5's and should automatically be added to the pool? Competition is for substantive level.  
Answer from Gordon: Apply for the job anyone  
**Follow-up Gordon: number of positions vs. AS's exact process for these positions.**
- 3) When is the estimated timeline for the logistics of current positions versus extra people?  
Answer: Gordon mentioned in the next coming months will have a better picture of what is happening  
**Follow-up Gordon: HR notification versus timing. In the pool will it be AS-5's down to CR-4's?**
- 4) I am a unilingual AS-3 in training and the policy does not state what is coming down the pipeline for me  
Answer: Usually any further supervisory role would mean bilingualism

- 5) Will the CFO pay for language training  
Answer: Toney management no language training will be provided as per meeting December 21, 2012. Also your education credentials for these new positions.  
**Follow-up Gordon: Clarify with HR**
- 6) What is the management end of it saying about this process linguistics levels  
Answer: Toney management offset of the GO's concern non-rotational CIPA delayed integration competition process for AS-4's and AS-5's. There maybe a standard of language for AS-4's and AS-5's to align the set-up.  
Gordon Answer: Work needs to be done imbalance of AS-3's some discomfort and unequal balance of work. Director's should be in the best place to resolve this.
- 7) AS-2 from CIDA finance deployment will not be upgraded by integration or will it?  
Answer: Gordon in the division BMO there is a need to clarify crosslets of positions at DFAIT vs. CIDA. The impact main points will be to reflect your job description accurately, and you will most likely be moved back to your substantive level for the time being.
- 8) AS-5's and AS-7's there should be opportunity to allow for the pool of AS-1's, AS-2's, AS-3's, AS-4's for reasonable job promotion and may run a competition of the 120 people or so in the organization. Is this the case?  
Answer: Gordon affected letter in jeopardy of being put on surplus 120 days decision number of swaps vs. language was a previous barrier. Non-affected employees are not being guaranteed a job as the departments are not communicating in a fashion that allows transparency.
- 9) What happens if there is AS-3 competition and too many positions with too many people?  
Answer: Gordon: If AS-3's do not make the competition they will most likely get affected letters or more opportunity at the AS-4's and AS-5's level. It will also depend on CFO willingness to place in other divisions

**Follow-up: Gordon opting letter for 365days and process of letter of offer and whole of approach to DFAIT's surplus letters. This is still a grey area.**