



Customs and Immigration Union
Syndicat des Douanes et de l'Immigration

February 14, 2011

Ms. Camille Therriault-Power
Vice President, Human Resources Branch
Canada Border Services Agency
99 Metcalfe Street
3rd Floor, Room 302
Ottawa, ON K1A 0L8

By email: camille.therriault-power@cbsa-asfc.gc.ca

Subject: National Union Management Employment Equity Committee (NUMEEC)

Dear Ms. Therriault-Power,

Thank you for your response of February 7, 2011 on the subject of the National Union Management Employment Equity Committee.

Please allow me to re-iterate our position that there must be representatives of the Unions on the National Employment Equity Advisory Committee (NEEAC). Suggesting that the NEEAC could refer items to the National Labour Management Consultation Committee with no Union representatives making up the NEEAC is simply not an acceptable compromise. Under section 15 of the Employment Equity Act, the Employer MUST consult with the bargaining agents regarding employment equity. PSAC/CIU is the bargaining agent for the very high-end majority of CBSA employees and, as such, should hold a seat on the NEEAC.

CIU has been actively involved in Employment Equity via many channels including the National Union Management Employment Equity Committee. Accordingly, it is our firm view that Union representation on the NEEAC would only strengthen this committee. In the alternative and in line with your comments with regards to participation on the NLMCC, CIU would have no choice but to take the position that there must be a CIU Equity Representative on the NLMCC and that all matters of employment equity be consulted on within this forum.

CIU remains fully committed to consulting with CBSA on Employment Equity.

I look forward to your response and also to the briefing that Linne Fournier will provide on the current status of the program.

In Solidarity,

Karen Church
Equal Opportunity Representative

c.c. Members of the CIU National Board of Directors