



FEB 08 2011



Mr. Ron Moran
National President
Customs and Immigration Union
1741 Woodward Drive
Ottawa, ON K2C 0P9

Dear Mr. Moran:

Subject: PSAC Policy Grievance 569-02-39

Thank you for your letter of January 13, 2011 concerning the PSAC policy grievance 569-02-39.

My memorandum of November 10, 2010 formally advises the Regional Director Generals and HR Directors of the President's decision to require Control and Defensive Tactic and/or arming as a condition of employment for certain functions. The memorandum followed my meeting of November 10 with members of CIU and PSAC providing them with the same information.

In both the Coupal and Milinkovich complaint settlements, the CBSA committed to suspending the implementation of the Duty to Accommodate Strategy until six months after the CBSA received the external third party report determination. Appendix F of the Collective Agreement applies to the selection of participants for firearm training and discussions on placement opportunities for volunteer employees who were hired without firearm certification as a condition of employment and who were not successful at arming training. The third party report determinations also cover employees who require CDT and employees hired with firearm certification as a condition of employment. These individuals are not covered by Appendix F, which expired on February 1, 2011.

I would prefer that we meet to discuss the implementation of decisions relating to the third party report and am available to do so. However, should you wish to pursue the policy grievance, the PSLRB would be responsible for scheduling the hearings.

I look forward to hearing from you.

Sincerely,

Camille Therriault-Power
Vice-President
Human Resources Branch