



Karen Church
Customs and Immigration Union
1741 Woodward Drive
Ottawa ON, K2C 0P9

FEB 07 2011

Dear Ms. Church:

RE: National Union Management Employment Equity Committee (NUMEEC)

This letter is in response to your January 28, 2011 letter on the above-noted subject. As part of the broader review of the employment equity governance framework, key changes were made to the National Employment Equity Advisory Committee (NEEAC) and the National Union Management Employment Equity Committee (NUMEEC). These changes will foster greater overall efficiency and ensure the integration of employment equity objectives into HR management planning and program sustainability.

Under the old framework, the NUMEEC suffered from a lack of member participation and its ability to address issues not already discussed and decided at the NEEAC. Since section 15 of the *Employment Equity Act* underlines the requirement for employers to consult employee representatives on employment equity, it is expected that consultations with the CIU and other employee representatives will be improved through participation at the National Labour Management Consultation Committee (NLMCC). In addition, employee representatives may choose to take the opportunity to table items at the new NEEAC as invitees. The commitment of the NEEAC also includes posting discussions, meeting minutes, and decisions on the interactive GCPedia forum.

Further, our discussions with the Canadian Human Rights Commission during the Employment Equity Audit of the CBSA encourage us to believe that the Agency's approach will improve the exposure of employee representatives to important employment equity initiatives. For instance, the CIU's feedback and advice to the Employment Equity Program during the consultation phase of the recent Employment Systems Review was both constructive and appreciated. Your continued consultation and support will further be sought as the CBSA finalizes its Employment Equity Plan, which is currently under development. I have directed my staff, Linne Fournier, Director of Employment Equity who can be reached at 613-957-3186, to contact you and brief you on the current status of the program.

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Rest assured that employee representatives will continue to play a key role in the direction of employment equity at the Agency. We are committed to engaging and consulting with the CIU and other employee representatives whenever possible to satisfy our legislative requirements.

Sincerely,



Camille Therriault-Power
Vice-President
Human Resources Branch

Attachment(s):

1. Letter of complaint from Customs and Immigration Union regarding changes to the NUMEEC

