



**NATIONAL OFFICE MEMORANDUM
NO-17-2011**

DATE	May 9, 2011	PRIORITY	For your information
TO	National Board of Directors		
RE	AS/CR Job Descriptions		

Dear Sisters and Brothers,

As a result of the AS/CR Job Descriptions presented to the AS/CR Sub-Committee during our April Board meeting, Brothers Moran, Fortin and myself met with the CBSA Vice-President of Human resources (HR), Camille Therriault-Power, on Monday April 18th. Also present at the meeting were Peter Armstrong, Director of Classification at CBSA, and Scott Taymun, Director of HR at CBSA.

We presented the 16 Job Descriptions from the Quebec Pilot to those present and explained to them the information we were receiving from the Quebec Region which indicated to us that the CBSA was not being forthwith concerning the Pilot results. To that, management has informed us that the 16 Job Descriptions from the Pilot were particular to the Quebec Region and that although elements would be used for the revised *national job descriptions*, the Quebec Pilot exercise as a whole was not reflective of CBSA's national requirements.

The employer representatives pointed out several examples of how the Study-Pilot did not fit national job description requirements. CBSA agreed that CBSA Quebec Region Management was responsible for much of the misinformation currently circulating amongst CIU members. We were assured that this would be addressed and that an All-Staff Memo with an update of the National Job Description Project would be released shortly. A copy is enclosed for your information.

The CIU still feels that the complete accuracy of all facts will never be revealed in this matter. Ron, Jean-Pierre, and I nonetheless agreed that the best course of action is to move forward as we were and continue encouraging that CBSA expedite the review of the AS/CR job descriptions which will enable CIU members proper recourse. The CR/AS Sub Committee will be communicating this month to review progress and make recommendations if required. We are aware that our recourse process may be time consuming however we are all committed to ensuring a final and fair resolution for the affected Brothers and Sisters, meaning accurate job descriptions and proper classification.

In Solidarity,

Carmen Filice
Encl.