



NATIONAL OFFICE MEMORANDUM
NO-30-2009

DATE	August 10, 2009	PRIORITY	Before September 15, 2009
TO	National Board of Directors		
RE	CBSA CDT Accommodation Strategy		

Sisters and Brothers,

In 2007 the CBSA created an Accommodation Strategy for Arming and Control and Defense Tactics (CDT). There was some consultation with the Union on this policy, but the Union did not agree with the final draft. You will recall that the PSAC filed a Policy Grievance and a Human Rights Complaint (Coupal) against the CBSA/Treasury Board alleging that the policy is discriminatory.

In October 2008, the CBSA committed to suspend the scheduled February 2009 implementation of this accommodation strategy until an external third party has conducted a review of the reasonable necessity for CDT training and arming in order to accomplish various duties of CBSA Officers; please find a copy of said Agreement attached to this memo (some will recall that the information relating to this review had already been shared with you through National Office Memo NO-05-09).

Given this is now August 2009, the Union is quite concerned by the fact that the 3rd party reviewer has not as yet been selected (it is posted on Merx to be tendered); we will accordingly be preparing to proceed with the Human Rights complaint and in order to do so we require to gather evidence to demonstrate that the CBSA has in fact violated the Agreement.

It is our understanding that at many worksites, CBSA Management is disregarding the MOU and proceeding with the implementation of the Strategy. We require that all affected Branches provide us with individual evidence of discrimination based on disability, age or gender; this includes any information related to the inability to take or pass the CDT or Arming training as well as any impact on Officers who are unable to maintain CDT or Arming competencies such as Officers not allowed to work secondary, not allowed to work overtime, required to report to a different work location, forced into early retirement, forced to go to Health Canada when medical evidence is already sufficient, etc.

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If you have any Members having such problems, please request their consent to provide names/ contact information and details of what is happening to them; this information can be forwarded directly to myself and is required for no later than **September 15, 2009**.

Please do not hesitate to contact me should you have any related questions or want to share concerns.

In Solidarity,

Karen Church
CIU Equal Opportunities Representative

Enclosure