



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

**NATIONAL OFFICE MEMORANDUM
NO-30-2011**

DATE	October 6, 2011	PRIORITY	4. Information
TO	National Board of Directors and Branch Contacts		
RE	First-Aid Allowance		

Sisters and Brothers,

The purpose of this memorandum is to provide an update on the National Joint Council (NJC) decision following the grievance filed by Brother Lessard regarding the NJC First-Aid Allowance directive.

As you know, the Union's contention was that Brother Lessard and other Officers were entitled to the first-aid allowance, as per the NJC Directive, namely the *First Aid to the General Public-Allowance for Employees* which can be found at the following link:

<http://www.njc-cnm.gc.ca/directive/fagp-psgp/index-eng.php>

The Directive provides that if an employee meets the four (4) requirements, he or she is entitled to a monetary compensation of three hundred dollars a year (\$300.00).

The grievance was allowed on January 20, 2011, and on March 9, 2011, Patti Bordeleau, who was then the Canada Border Service Agency (CBSA) Director General, Labour Relations & Compensation, sent an e-mail advising that a survey would be conducted shortly by the Operational Performance Division to identify the work locations which meet the requirements outlined in subsection 5.1(3) of this NJC Directive, which reads as follows:

"3. a location where there is a lack of readily available emergency medical treatment facilities in the immediate area (a radius of 10 kilometres); ..."

On or around April 28, 2011, Barry Desormeaux, CBSA Director, Operational Performance Division, sent a *memorandum* asking the regions to complete a Port-of-entry eligibility template by May 11, 2011.

On September 28, 2011, further to clarifications from Labour Relations, a new memorandum was sent out to identify non port-of-entry locations such as inland offices and offsite locations, which also meet the above noted criteria by October 14, 2011.

Once the locations have been identified, the next step will be to identify which employees work in these locations and whether they qualify for the first-aid allowance by determining which employees completed first-aid training and have maintained such a level of first-aid capability.

According to Labour Relations and Compensation, the process will take another number of months to implement the Lessard decision.

Please do not hesitate contacting us if you have any related questions or concerns.

In Solidarity,

A handwritten signature in black ink, appearing to read 'Ron Moran', written in a cursive style.

Ron Moran
National President