



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

July 30th, 2010

Mr. Stephen Rigby
President
Canada Border Services Agency
191 Laurier Ave. W., 6th Floor
Ottawa, Ontario
K1A 0L8

Re: Action by CBSA VP Human Resources

Dear Sir;

I am writing to express my concern with respect to the recent actions of Ms. Therriault-Power when she blatantly attempted to intimidate individual members of the Customs and Immigration Union as well as one of our National Vice-Presidents from attending a meeting with Citizenship and Immigration Minister Kenney. On the off chance that you have not been provided with the full details and so that the record on this issue is absolutely clear, this meeting with Immigration Enforcement Officers was requested by Minister Kenney which our Vice-President then facilitated. You may also be interested in knowing that the original contingent included a member of management although that individual cancelled attendance in light of the threatening tone taken by Ms. Therriault-Power.

I understand that our infrequent meetings with the Minister of Public Safety are an annoyance to some of the members of your senior management team who abhor the notion of a Minister receiving information or perspective from anyone other than themselves. These individuals would do well to recognize that this relationship began at the request of our former Minister following a meeting we had with him in early 2006. Similar requested meetings have since regularly taken place including with the current Prime Minister as well as with the current Minister of Public Safety. We thought you should also know that Ms. Therriault-Power's assertions to our Vice-President that Minister Toews was himself upset about this meeting also appear to be completely inaccurate.

In this particular case, Ms Therriault-Power's actions are especially inappropriate as she, in effect, set herself up as the arbiter of who the Minister of Citizenship and Immigration could meet with and who he could not. I've only met Minister Kenney once but I doubt he was amused at such presumptuousness and despite her intervention; the meeting went ahead as scheduled.

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These are challenging times for CBSA as the Government has embarked on both increased operational efficiencies and policy changes in relation to areas that are included in the Agency's mandate. As our recent exchanges in relation to an improved lookout system, an intelligence led joint force border interdiction capacity and the arming initiative demonstrate, the CIU has always worked openly with you in trying to achieve tangible improvements for the members we represents, for the Agency itself, as well as for the public we all serve.

This action by your Vice-President, coming as it does shortly after her equally inappropriate attempt to silence another CIU National Vice-President from speaking with the media, along with the growing lack of meaningful consultation, is a disappointing demonstration of an attitude among some of your senior management team who clearly view employee perspective as irrelevant and unwelcome.

It had been my impression that this was not the relationship you had sought with the CIU both in your former role and upon assuming the Presidency of the Agency. While we obviously will disagree on some issues, until recently we have not questioned that you valued and, at least, respected our taking the initiative to provide the insights that we do. We truly believe that our collective efforts are the best means to achieve the important public mandate of the Agency while properly recognizing and securing the legitimate employee interests involved.

My purpose in writing you on this matter is to alert you that the current actions of your senior management team are undermining this relationship. We thought you would want to be aware of that fact.

Sincerely Yours,

Ron Moran
National President

cc. Members of the CIU National Board of Directors