



Joint Learning Program Programme d'apprentissage mixte

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE PUBLIC SERVICE ALLIANCE OF CANADA (PSAC) –
TREASURY BOARD SECRETARIAT (TBS)
JOINT LEARNING PROGRAM (JLP)
AND
CANADA BORDER SERVICES AGENCY (CBSA) AND
THE CUSTOMS AND IMMIGRATION UNION (CIU)**

The parties to this agreement remain committed to providing employees at the Canada Border Services Agency with a positive, healthy and respectful workplace.

In order to achieve this objective, the parties further agree to deliver the JLP Anti-Harassment workshops to all Canada Border Services Agency employees and managers and commit to the following;

The PSAC-TBS Joint Learning Program (JLP) agrees to the following:

1. Provide CBSA with workshop materials (certificates, name plates, evaluation forms) in support of the Anti-Harassment training workshops that the CBSA has committed to providing to its employees over the next five (5) years.
2. Continue to help develop a pool of facilitators within the CBSA who will be able to deliver JLP orientation sessions to employees of the Agency. This will include the participation of JLP program officers at the CBSA orientation sessions to coach and mentor CBSA facilitators.
3. Include CBSA facilitators in the pool of active JLP facilitators so they continue to receive opportunities to develop their facilitation skills.
4. Share the evaluation tools which have been developed by the JLP with both the CBSA and CIU.
5. Provide CBSA facilitators who successfully complete an orientation session with a copy of the Anti-Harassment facilitator's binder.

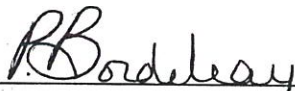
Canada Border Services Agency and the Customs and Immigration Union agree to the following:

1. Respect the integrity of the JLP curriculum, learning priorities and objectives of the program.
2. The principles of experiential learning will continue to be applied.
3. The established timeframes will be respected. This includes a five day orientation session for the selected facilitators, a full day for Anti- Harassment training workshops for the participants with the option of adding a second day for Union leaders and managers.
4. The joint nature of the program will be respected. Workshops will be delivered to a joint audience of managers and employees by a union facilitator and a management facilitator.
5. Where appropriate, the CBSA will enlist the help of facilitators from other departments.
6. Once facilitators have fulfilled their commitment at CBSA they will, subject to operational requirements, be made available to deliver workshops in other departments.

In addition:

7. CBSA will be responsible for the scheduling, administration, providing training space, equipment and training material (such as flipcharts and markers) and all costs related to the delivery of Anti-Harassment training workshops.

This agreement is entered into with the proviso that it may be amended at any time with the mutual consent of the parties.



MAY 05 2010

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