## Overview of the Canadian Food Inspection Agency Employment Transition Process

## Before an Employment Transition (ETP) situation is announced and all through the process

Joint Union-Management ETP Committee

Learning, training and skills development

Discuss how selection for retention criteria will be assessed Advocate for good jobs Provide information to affected \$ surplus workers

Help surplus workers find new jobs Succession Planning

An ETP situation occurs when there is:



A discontinuance of a function

due to

expenditure constraints new legislation program changes

reorganization

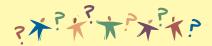
technological

elimination of programs or operations reduction of programs or operations

relocation

other changes

When an ETP is declared



"Selection for retention" process to identify who will be declared surplus



for 12 months

Eligible for

severance pay

and, under some conditions,

retraining. Not eligible for

any ETP payments.



No employment available



Become opting employee with three options or possible opportunity to alternate – 90 days to decide



Become surplus with
12 month priority surplus status.
Possibility of public service job if
available (seamless transfer
of benefits)

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Resign with Transition Support Measure

or

Education
Allowance
in addition to
Transition Support
Measure with
either resignation
or leave without
pay

or

Alternation
Program – opting employee
exchanges with an Agency
employee who wants to leave with
Transition Support Measure
or Education Allowance

