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## **Canadian Food Inspection Agency**

### **UNION PROPOSAL #5**

# **June 13, 2019**

This proposal is being submitted without prejudice to any future proposed amendments and/or additions, and subject to any errors and/or omissions. The Union reserves the right to introduce, amend, and/or withdraw its proposal and/or to introduce counter proposals to the Employer's proposals.

**APPENDIX XX**  
**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**THE CANADIAN FOOD INSPECTION AGENCY**  
  
**AND**  
  
**THE PUBLIC SERVICE ALLIANCE OF CANADA**  
**WITH RESPECT TO CHILD CARE**

This memorandum of understanding is to give effect to the understanding reached between the Agency and Public Service Alliance of Canada regarding childcare.

The Agency agrees to the formation of a Joint National Child Care Committee (the Committee). The Committee shall be comprised of four (4) PSAC and four (4) Agency representatives, with additional resources to be determined by the Committee. Costs associated with the work of the Committee shall be borne by the respective parties.

The responsibilities of the Committee include:

- a. reviewing report findings and recommendations from Joint National Childcare Committee between the Treasury Board and the Public Service Alliance of Canada;
- b. conducting analyses and research to assess child care and other related support needs, inclusive of children with special needs, and the methods used to meet these needs;
- c. researching the availability of quality child care spaces available to employees across the country;
- d. examining materials, information and resources available to employees on child care and other related supports;
- e. developing recommendations to assist employees' access to quality child care services across the country; and
- f. any other work the Committee determines appropriate.

The Committee shall meet within ninety (90) days of the signing of the collective agreement to commence its work.

The Committee will provide a report of recommendations to the President of the Public Service Alliance of Canada and the President of the Canadian Food Inspection Agency by December 1, 2020. This period may, by mutual agreement, be extended.

**APPENDIX XX  
MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE CANADIAN FOOD INSPECTION AGENCY  
  
AND  
  
THE PUBLIC SERVICE ALLIANCE OF CANADA  
WITH RESPECT TO A JOINT LEARNING PROGRAM**

This memorandum is to give effect to the agreement reached between the Agency and the Public Service Alliance of Canada with respect to a joint learning program for CFIA employees.

The parties believe that a joint learning initiative to improve union-management relations and to foster a healthy work environment should be developed in partnership with the PSAC-TBS Joint Learning Program (JLP).

To this end, and building on the success of the Pilot Project agreed to in the last round, the Employer agrees to provide one hundred and fifty thousand dollars (\$150,000) per year starting on the date of the signature of the collective agreement until the subsequent CFIA-PSAC collective agreement is signed to fund this joint learning initiative. The parties agree to jointly approach the PSAC-TBS JLP to establish a framework with the goal of making the PSAC-TBS JLP program available to all CFIA employees.

The parties agree to appoint an equal number of PSAC and Employer representatives to develop the framework agreement with the PSAC-TBS JLP within sixty (60) days of the signing of the collective agreement.

**APPENDIX XX  
MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE CANADIAN FOOD INSPECTION AGENCY  
  
AND  
  
THE PUBLIC SERVICE ALLIANCE OF CANADA  
WITH RESPECT TO MENTAL HEALTH IN THE WORKPLACE**

This Memorandum of Understanding is to give effect to the agreement reached between the Employer and the Public Service Alliance of Canada regarding issues of mental health in the workplace.

The parties recognize the importance of the work of the national Joint Task Force on Mental Health (JTF), which highlighted the essential need for collaboration between management and unions as one of the key elements for successful implementation of a psychological health and safety management system within the federal public service. Building on the work of the JTF, including the establishment of the Centre of Expertise on Mental Health in the Workplace (COE), the parties agree to:

1. continue the joint and collaborative work on the implementation of The National Standard of Canada for Psychological Health and Safety in the Workplace, through the National Occupational Health and Safety Policy Committee, and other jointly agreed to committees;
2. implement and monitor the CFIA Mental Health Strategy; and
3. monitor the work of the Centre of Expertise and adopt best practices highlighted by the COE.