

10. Staff Relations

1. Grievances

59 grievances were submitted by employees of the Department, not including LES, on a variety of subjects, including challenges to disciplinary measures taken, differences in collective agreement interpretation, appraisal report disagreements and policy applications.

2. Harassment/Discrimination Complaints

20 complaints were submitted by employees either through departmental procedures or via the Canadian Human Rights Commission.

3. Conflict of Interest Queries

90 requests were received for opinions on the advisability of taking certain actions in light of conflict of interest guidelines. These include offers of gifts or other benefits, providing information to third parties, concurrent employment, asset purchases (stocks, bonds), and advice on post-employment compliance for senior management leaving the Department.

4. Disciplinary Measures Taken

35 disciplinary measures were taken ranging from informal (counselling, oral reprimand) through more serious actions (written reprimands, suspensions of 10 days or less) all the way to very serious (10+ days suspension and discharge).

5. Designation Requests

430 requests were made for positions to be designated as essential in the event of a strike. Such requests are made when negotiations begin between a union and Treasury Board. Positions must be shown to be necessary for the safety and security of the Canadian public to be designated.

6. Exclusion Requests

30 requests were received to exclude positions from belonging to a bargaining unit due to the sensitive/managerial nature of the duties.

7. Presentations

10 information/training sessions were given to employees/management, through CFSI, on subjects such as labour relations, conflict of interest and the departmental harassment policy.