



May 17<sup>th</sup>, 2012

Joel A. Oliver  
Acting Assistant Deputy Minister, Management Sector  
Department of Justice  
284 Wellington Street  
Ottawa, Ontario  
K1A 0H8

Dear Mr Oliver,

**Re: Follow up on AJC's Requests for Information on Workforce Adjustment**

This letter is a follow up to my previous correspondence which was sent to you on April 28<sup>th</sup>, 2012 wherein I set out the AJC's detailed requests for information in light of the manifestation of a workforce adjustment situation at the Department of Justice.

Despite the urgent nature of my letter, we have not yet heard back from you about the status of our requests, save and except for receiving a copy of the Department's WFA employee guide on May 14<sup>th</sup>, 2012, which had been provided exclusively to our members two weeks earlier.

The lag in disclosure with respect to the WFA guide, as well as the items of information which remain outstanding, is unjustifiable. Precious time has been lost which the AJC could have otherwise used to familiarize itself with the employer's WFA processes. Moreover, we continue to receive reports that management is communicating directly with our members regarding WFA planning without providing the AJC any concurrent briefings.

This is unacceptable. As one of my members recently expressed at a town-hall, when management is not forthcoming with information, it not only undermines good labour relations between the Department and the AJC, it also impairs the lawyer's ability to seek representation and support from their bargaining agent. These remarks capture the grave state of affairs.

Put simply, the timeliness of WFA communications and information flow from the Department must improve dramatically for the good of our working relationship, and most importantly, for the good of our members. If we cannot make progress with your cooperation, the AJC will pursue other avenues of recourse.

I am enclosing a set of supplemental WFA related questions in the same fashion as in my letter of April 27<sup>th</sup>, 2012: see Appendix A. We look forward to your reply on these and all of our requests at the earliest opportunity.

Yours truly,

Marco Mendicino  
President



**Appendix A:**  
**AJC Supplemental Requests for Information Related to WFA**

- 1) *Has the PPU initiated, and if so, please provide us with a list of all vacancies?*
- 2) *Has the Department initiated Alternation and other Volunteer Resignation programs, and if so, what will be the process of maintaining a roster and selecting those employees who are prepared to come forward? What support and guidance will the Department provide to any employee considering volunteering or alternation?*
- 3) *Has a process of selection of employees for retention and layoffs ("SRLO") been finalized? Are there any instances where SRLO will be managed outside of the Public Service Commission's policies?*
- 4) *Will the Department consider waiving potential conflicts of interest, where possible and in accordance with the applicable rules of professional responsibility, for those employees who are deemed "surplus" and are forced to seek employment outside of the Public Service of Canada?*
- 5) *We received a report that Transportation Canada had recently posted an external competition for positions at either the LA2A or LA2B. Will you please confirm, and if true, take whatever steps are necessary to ensure that WFA affected members are given first priority to these job opportunities.*