



MAY 31 2012

Ms. Lisa Blais
President
Association of Justice Counsel
300-2725 promenade Queensview Drive
Ottawa, Ontario K2B 0A1

Dear Ms. Blais:

Thank you for your letter dated May 22, 2012 in which you raise concerns regarding the Department's approach to "volunteering" and your letter of May 30, 2012 requesting an extension to the June 1, 2012 deadline.

At the outset, I would like to clarify that the Department supports offering affected employees the opportunity to volunteer to be declared surplus in situations where it will allow for the achievement of required staff reductions.

In respect to your concerns raised in the May 22, 2012 letter, I would like to first address the matter related to the May 14, 2012 training session presented by Mr. Frank Sheehan. I have been informed that there may have been some misunderstanding about the issue of "volunteer/alternation". I have asked that appropriate action be taken to ensure that there is absolute clarity on this issue going forward in the conduct of future sessions.

The May 15, 2012 information session to which you refer was a meeting of affected employees of the Aboriginal Affairs Portfolio, the purpose of which was to provide employees with information regarding the assessment criteria that will be used for the identification of employees for retention and lay-off.

During this meeting, employees were also informed that they could volunteer to be declared surplus should they determine that they did not wish to participate in the selection of employees for retention and lay-off (SERLO) process scheduled to be launched in the Portfolio on June 1, 2012.

In the context of this timeframe, employees were asked to advise their managers by June 1, 2012 if they did not wish to participate in SERLO and preferred to volunteer. As a point of clarity, however, they were further advised that they could volunteer for surplus

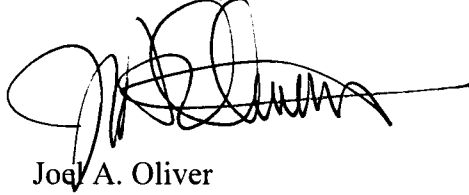
at any time during the SERLO process, which is targeted for completion by June 11, 2012.

I believe, therefore, that the latter information responds to your query in your most recent correspondence of May 30, 2012 regarding additional time for volunteering, that is as early as June 1, 2012 but up to June 11, 2012, as appropriate.

The option of volunteering will be discussed with other affected employees in due course, in other areas, as specific plans are confirmed.

I wish to thank you again for your letters and I hope that the preceding information addresses your questions and concerns.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Joel A. Oliver', with a long horizontal flourish extending to the right.

Joel A. Oliver
A/Assistant Deputy Minister
Management Sector