

**MESSAGE FROM THE ASSISTANT DEPUTY MINISTER AND THE DEPUTY ADM**  
**BUSINESS AND REGULATORY LAW PORTFOLIO**

Dear colleagues:

On April 10, 2012, Barbara Ritzen, Head of Integration, sent a message to Justice Employees relating to the Economic Action Plan 2012.

The message describes a number of specific measures that the Department will implement over the next three years to achieve savings as announced in the Federal Budget 2012.

Item 3 of Barbara's e-mail indicates that "a few Departmental Legal Services will be merged. The units that will be merged serve one Minister and provide legal services in closely related areas of law".

Accordingly, we are announcing the following structural changes in the Business and Regulatory Law Portfolio:

- The Canadian Environmental Assessment Agency Legal Services (CEAA LS) is merged with Environment Canada Legal Services (ECLS) and will cease to exist as a separate DLSU. Kathleen Roussel will serve as the Executive Director of the new merged DLSU serving both Environment Canada and CEAA who share the same client Minister. Michael Sousa will remain Deputy Executive Director of ECLS. Irene Gendron will remain General Counsel Manager in ECLS and will report to Kathleen Roussel. Current CEAA Legal Services Counsel will continue to report to Irene Gendron and will continue to be located with CEAA. This merger is effective immediately.
- The Heritage Canada Legal Services Counsel currently serving Parks Canada (whose Minister is the Minister of Environment) will be transferred to ECLS. Lucie Bourbonnière will remain Senior Counsel Manager and will report to Kathleen Roussel. Current Counsel reporting to Lucie Bourbonnière will continue to do so. These counsel will eventually move and share offices with ECLS. This merger is effective immediately.
- The Canadian Space Agency Legal Services (CSALS) is being merged with Industry Canada Legal Services (ICLS) and will cease to exist as a separate DLSU. There will no longer be a position of Executive Director, CSALS. Counsel at the CSALS will report to Diane St-Arnaud, Senior Counsel Manager, Telecommunications Law Group at ICLS. They will continue to be located with CSA in St-Hubert, Québec. This merger is effective on April 30, 2012.
- National Research Council Legal Services (NRCLS) is being merged with ICLS and will cease to exist as a separate DLSU. There will no longer be a position of Executive Director, NRCLS. Counsel at NRCLS will report to Michèle Hurteau, Senior Counsel Manager,

Commercial Law Group at ICLS. They will continue to be located with NRC in Ottawa and in Montreal. This merger is effective immediately.

- The Canadian Food Inspection Agency Legal Services and the Agriculture and Agri-Food Canada Legal Services are being merged. Shalene Curtis Micallef will serve as the Executive Director of the combined Legal Services, whose new name will be announced later, and Louise Sénéchal will be the new Deputy Executive Director of the new merged DLSU servicing both the clients reporting to the same client Minister. There are no plans for counsel to move from their current offices. This merger is effective immediately.
- The position of Executive Director of ACOA LS occupied by Mark Belliveau will now report directly to the ADM BRLP instead of the Executive Director of ICLS. No other changes are contemplated at ACOA LS. This is effective immediately.
- The position of Executive Director of CED(Q) LS occupied by Christine Calvé will now report directly to the ADM BRLP instead of the Executive Director of ICLS. No other changes are contemplated at CED(Q) LS. This is effective immediately.

These are the only mergers and structural changes being implemented by BRLP as a result of the Justice cuts announced in the Budget. We note, however, that Barbara has identified other measures that may have an impact on BRLP in the future.

It is expected that the mergers of these DLSUs will allow Justice to provide more streamlined and efficient legal services to government departments and agencies. The mergers will result in a maximum-reduction of 8 management and practitioner positions. Attrition will be the principal tool to achieve the reductions. Executive Directors at ECLS and the merged AAFC and CFIA LS will be developing a process to identify affected positions. This will be done with fairness, openness and respect.

We will finalize the implementation of these measures as rapidly as possible to provide certainty to our employees. We encourage you to discuss any issues or concerns you may have with your Executive Director or with us.

Many thanks.

*Pierre Legault and François Daigle*