

ACI-NA Business of Airports Conference
Canadian Human Resources Roundtable Discussion
June 10, 2019

Topic 1 – Post Cannabis Legalization in Canada

a) Policy Development

Challenges? Edmonton 12-18 month process. Education and consultation. Union were fine. No challenges. Table top scenarios. One per month. Handful of tests to far. No positives.

Disclosure for medical use. Some accommodations are not possible.

Pre-employment – many airports require

Calgary doing regular testing with bi-annual medicals.

Definition of safety sensitive – generally those with AVOPs plus others. Edmonton and Halifax customer-facing as well

Contractors – the Policy is incorporated in the contracts at a number of airports.

b) Testing Methodology

NL arbitration – if cannot be measured, employer is not required to accommodate cannabis use in safety sensitive positions.

Calgary had a positive test. Union challenged it. The individual was on leave through testing period which consisted of two years of random testing.

No other reports of positive tests.

CARS regulations – could they apply to some airport personnel?

Ottawa random testing – how is it working?

Some airports only using urine. Other airports using both saliva and urine.

Training – Calgary online. Most online and classroom.

Topic 2 – Creating & Maintaining a Culture of Engagement

Halifax – different models of response to surveys. Sub-Committees did not work very well.

Fort MacMurray – pulse surveys every two months. Give responses at gatherings of staff. Provide rationale for any “no’s”.

Edmonton pulse quarterly

5 or 6 questions Use Survey Monkey

Other providers: Aon, Bamboo, FlexSurveys, Qualtrix, Talent Map

Surveys may not be the best way to communicate with staff.

St. John’s still recovering from labour action. Have coffee talks – one leader speaks to a cross-functional group.

Could engagement be more like safety culture – everyone’s responsibility?

Victoria – did focus groups. Asked who has responsibility for engagement? Well received

Labour Management Committee has been helpful

Topic 3 – New Federal Pay Equity Legislation

Daniel – should ACI continue to send out documents for consultation?

Concerns raised with job evaluation and the role of Committees.

St. John’s negotiated job evaluation system – Can existing JES continue to be used?

Concerns with labelling jobs as male dominated and female dominated.

Consider joining FETCO – representative group for federally regulated employers.

Training

Global AOC training – might migrate to global portal

TP312 training may soon be available

ICS training available online