

**Ecosystems and Fisheries Management (EFM) Union Management
Consultation Committee (UMCC) meeting**
Tuesday December 10, 2013- 9:30 to 11:30 am

Attendance:

Kevin Stringer- Assistant Deputy Minister (ADM), Ecosystems & Fisheries Management (EFM)
Nathalie Bastien– A/Director General (DG), Licensing & Planning
Micheline Leduc – DG, Small Craft Harbours
Allan MacLean – DG, Conservation & Protection
Christine Loth-Bown- DG, Ecosystems Management
David Millette – DG, Aboriginal Programs and Governance
Sylvie Lapointe for Michael Pearson –DG, Fisheries Resource Management
Eric Gilbert- DG, Aquaculture Management
Chantal Hamilton- Senior Labour Relations Advisor
Kathryn Swedlo – Senior National Organization and Classification Advisor
Mélanie Thibault – Senior Planning Officer

Jim McMillan – Vice-President, National Consultation Team (PIPSC Stewards) (Professional Institute of the Public Service of Canada (PIPSC))
Erland MacIsaac – President, National Consultation Team (PIPSC Stewards) (PIPSC)
Todd Panas- National President, Union of Environment Workers (UEW)
Daryl Hoelke – Executive Assistant (UEW)

Absent:

Trevor Swerdfager- ADM, EFM Operations

Agenda Item 1 –ADM Opening Remarks:

The Assistant Deputy Minister, Mr. Kevin Stringer, opened the meeting by welcoming participants and highlighting the importance of these meetings and the relationship with Unions.

Prior to commencing the meeting, Mr. Stringer asked for any changes to the agenda. It was requested by UEW that item #5 Catch Certification Centre be removed from the agenda, and replaced with Respectful Workplace.

PIPSC also noted that agenda items for the EFM UMCC meetings should not only be items that are requested by Unions, but also subjects/ topics that come from EFM senior management as it is an opportune time to utilize this forum to present initiatives that are taking place within the Sector.

1a) New EFM Sector organization

Mr. Stringer presented the new EFM organizational structures to union representatives. The merger of EFM and Program Policy was highlighted. A further explanation on how Target Review reductions were undertaken was given, by outlining the four principles that were used to determine the staffing reductions.

***Action Item 1:** Union representatives requested that the EFM organizational charts that were presented at the meeting be sent to them electronically.*

Agenda Item 2 – Review of action items from May 31, 2013 meeting

Review of action items from the May 31, 2013 EFM UMCC meeting was done by referencing Annex 2- EFM UMCC- Record of Action Items-May 31, 2013, which was provided to meeting participants.

Action Item 2: At the next EFM UMCC meeting, an agenda item for discussion will be Performance Management.

Agenda Item 3 – Annual review on the effectiveness of the EFM UMCC meetings

At the May 31, 2013 it was agreed to that an agenda item for discussion at the next meeting would be an annual review on the effectiveness of the EFM UMCC meetings.

A discussion took place on how the current forum could be improved to ensure meaningful discussions and how to incorporate an evaluation process/review, as well as whether or not a face to face meeting every six months is sufficient.

It was suggested that a teleconference with union representatives be held in between face to face meetings to further improve communication.

In addition, an email inbox will be created so Unions can send issues as they arise and EFM will manage the inbox by ensuring items received get addressed by the appropriate EFM senior management member.

Action Item 3: EFM will schedule a teleconference meeting with union representatives prior to the next face to face meeting.

Action Item 4: An email inbox will be created to allow union representatives to send issues to EFM senior management.

Action Item 5: Annual review on the effectiveness of the EFM UMCC meeting will remain as a standing agenda item for future EFM UMCC meetings.

Agenda Item 4 – Travel Approval Process- Atlantic Region

UEW requested this item be discussed at the meeting due to the new travel directives that has been implemented, the burden it has put on staff, and the overall approval process that relates to it.

The Unions noted that due to the operational nature of some of EFM's workforce, getting the required approval prior to travel is difficult and/ or not possible (i.e. - operational emergency, investigations, field travel).

The DG of C&P mentioned that he has been working with the Department in establishing methods that would be more suitable for operational and investigation related travel. Amended processes are in place for these.

The outstanding issue with field travel remains as it has not yet been resolved in regards to determining an amended travel approval process that would accommodate these circumstances.

The ADM noted that for the immediate the current travel approval processes remain in effect, and it is expected that things will be clearer in future.

Agenda Item 5 – Respectful Workplace

UEW requested this agenda item to express concerns and signal challenges within DFO on Respectful Workplace, and further highlighted that the government is going through one of the most difficult times in three decades.

A sub-committee on Respectful Workplace has been created in the Department and representatives from the Unions and EFM senior management are part of this sub-committee.

UEW referenced briefings that have been prepared in regards to Respectful Workplace, and it was suggested that these briefings be circulated to EFM senior management. In addition, the DG of EM agreed to join the departmental sub-committee on Respectful Workplace.

Mr. Stringer acknowledged the difficult time the Department is in, and the challenges the workforce and workplace are experiencing. He requested that this remain as a standing agenda item for future EFM UMCC meetings.

<p><i>Action Item 6: Briefings on Respectful Workplace to be shared with EFM senior management.</i></p> <p><i>Action Item 7: Respectful Workplace will remain as a standing agenda item for EFM UMCC meetings.</i></p>
--

Agenda Item 9- Roundtable

- No further items were raised. The meeting was adjourned.

Annex 1: EFM UMCC- Record of Action Items- December 10, 2013