

## **Ecosystems and Fisheries Management UMCC - May 20<sup>th</sup>, 2014**

Brother Todd Panas, UEW National President and Daryl Hoelke, UEW Executive Assistant attended the meeting.

The EFM ADM, Kevin Stringer opened the meeting outlining an overview of the health of the Sector following the Budget reviews impact. The Unions questioned his optimism and expressed continuing concerns with low employee morale and lack of respect issues in the workplace.

The Unions expressed apprehension concerning the Performance Management System which has been introduced in April 2014. The department's intentions seem good, in that previously many employees have never received an evaluation conducted by their supervisors and the PMS will ensure that each employee will now receive an evaluation. The Unions stated that they will be closely monitoring the process to ensure that appraisals will be conducted in a fair, consistent and equitable manner and certainly will be guarding against any denial of increments, demotion, discipline or dismissals resulting from the Performance Management System.

The department highlighted the Performance Management System to identify training and talent management needs and the support to employees who scored as superior. The Unions questioned the use of rating scales and suggested that the Performance Management System would be a far better tool if the rating boxes would not be part of the system. The Unions also raised the issue of ensuring that there was uniformity in the use of the Performance Management System across the sector and within the department. The Unions also requested that a grace period be granted in order to allow some time for transition to this new process to take place. In areas where there are known staff conflicts and that there might be some difficulty in applying the PMS, it was suggested that managers with good skills in dealing with people assist as mentors.

Respect in the Workplace has been placed onto the agenda as a standing item. The department outlined the results of the meetings that the subcommittee held and this subcommittee will provide a report at the upcoming national UMCC. A communications strategy is being worked on and this communiqué will come from the DM and be in The Loop. A similar approach to the NRCan model will be put into place. Regular short thought provoking statements will be used to heighten the exposure to Respect in the Workplace. Some Regions have a fair degree of engagement with their staff in this area and will be promoted to other regions as best practices. The upcoming Public Service Employee Survey, the application of Core Competencies and the appraisal system are just some of the tools that should be supporting respect in the workplace. Respect in the Workplace will also be promoted with in RDG and DG meetings to raise further awareness.

The Area of Selection for competitions was discussed and how the reduction of the area of selection has adversely affected the possibilities for career advancement for employees. The UEW raised this topic in hopes that the department will expand the area of selection, when competitions are held, to assist with career aspirations of their employees. As the workforce is reduced there are fewer opportunities for

advancements in the immediate geographic area and advancement is drastically curtailed since competitions in other geographic areas have been removed by the narrowing of the area of selection. The department will consider this when future completions are being posted.

The liquidation of compensatory leave for PSAC members was discussed. The department memo was outlined by UEW. TCs in the field will be greatly impacted now as to when they would be able to use the compensatory leave. Leave earned in the Fall will be required to now be liquidated before the end of December of the same year. UEW maintains that any compensatory leave earned should be allowed to be used within a year beginning from the date that it is earned (a 12 month period). The department will further look into this concern raised by the UEW.

UEW expressed grave concerns as to the removal of an agenda item, which was submitted by UEW. UEW had requested that the National Model Work Descriptions for Fishery Officers be discussed. The ADM of EFM Operations indicated that this agenda item should not have been removed and that there was misunderstanding of the intention of the Union with regards to the discussion on this agenda item since there are now some grievances concerning the Fishery Officer NMWDs. UEW assured the department that the discussion is to possibly fix the problem before grievances are required to be presented.

These Fishery Officer NMWDs and the introduction of them have created much concern among the Fishery Officers. UEW has had numerous discussions with the ADM and DG of Conservation and Protection and is hoping that a resolve to these job descriptions and the classification of these job descriptions can be resolved. All parties admitted that the Classification Standard is outdated and that without a new standard, it is very difficult to evaluate the tasks outlined in the job descriptions. The department is open to working with UEW in achieving a resolve.

Through round table discussion it was agreed that several Action items will be raised on a yearly basis. Annual review on the effectiveness of EFM UMCCs, i.e. Lack of Support for Middle Managers and Lingering impacts of Strategic and Operational Review. It was also agreed that the EFM UMCCs need not be held immediately before the National UMCC since few issues if any would ever be referred to the National UMCC.

The Unions proposed that certain EFM specific bargaining issues are in both the interest of the department and the members and that both the department and the Union should agree on these and make common presentations to the Treasury Board. This proposal would require that the department representative and the Union will need to be in agreement.