

July 22, 2013

TO: Locals - DFO
National Executive
National and Regional E.O. Representatives

RE: **DFO National UMCC Meeting**

The Fisheries and Oceans National UMCC met on July 4, 2013 with Brother Todd Panas, National President, and Brother Daryl Hoelke, Executive Assistant, attending. The following is a synopsis of the discussions.

The Deputy Minister welcomed attendees and provided a brief update on the DFO Strategic Review and the Deficit Reduction Action Plan as well as an update with respect to the review of organizational changes. Most of the changes to the organizational structure will occur within headquarters. Over the summer, work should be completed with a final update in the Fall of 2013.

The Deputy Minister stated that the current regions will remain the same.

The Deputy Minister noted that WFA was progressing well and that there were alternations involving 80 people, 67 of whom were DFO employees.

The previous Minutes were reviewed.

- The Department provided an update with respect to the discussions and progress concerning the *National Symposium*. The focus of the Symposium was centred on building relationships, increasing meaningful consultation and accountability and commitment.

The Deputy Minister requested that the working group spend more time on the planning of the Symposium and recommendations should be presented to the NUMCC at its Fall meeting scheduled for November 14, 2013. Minutes of the working group should also be available to all.

It was agreed that if a Symposium was to be held, it would be in February 2014.

- There was a further discussion concerning "*Bullying in the Workplace*" and the possibility of setting up a sub-committee. The sub-committee would consist of Erland MacIsaac, Todd

Panas, Trevor Swordfager, and Shairoz Miledina.

- The Department provided a follow-up with respect to the Department providing a *list of new hires* to the unions and the fact that face-to-face *orientation sessions* are no longer being held. The Deputy Minister requested that a review of the on-boarding and orientation methods be part of the review.

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Blueprint 2020

Blueprint 2020 was outlined and the impact it will have on the DFO employees identified. Jody Thomas, Deputy Coast Guard Commissioner, and Maggie Trudel-Maggiore will be the leads and provide representation. There are few funds available and the funds for the delivery of Blueprint 2020 will be drawn from the basic DFO funding.

The unions questioned why this needs to be done at a time when there is so much criticism of government employees coming from the government. How do they expect this to be well received when employees are constantly being bashed by the employer?

Deferral of TSM Payments

UEW raised the ability of the Department to allow the payment of TSMs over two calendar years even though TB has issued a Directive contrary to this practice. Revenue Canada does allow the payment in this manner. DFO will investigate how other Departments are able to pay over two calendar years.

Union Meetings at the Worksite

UEW raised the issue of the Department's reluctance to allow Locals to hold meetings at the worksite. Some regions are more rigid than others. The Department encouraged co-operation and stated the need for flexibility and honour systems to accommodate meetings that might extend beyond a reasonable amount of time; e.g., beyond the noon-hour.

Performance Management Directive (PMD)

This new government-wide initiative was discussed. UEW noted that DOE and the unions had developed an improved PMD and offered to share this Directive with DFO.

Currently, DFO is in the process of developing the support/resource tools for managers to use when applying the PMD.

DFO Human Resources has set up a steering committee and will be looking to have a DFO PMD completed by April 2014.

The main features of a good PMD put forward by the unions were; i.e.,

- The PMD is to be applied to employees twice a year,
- The PMD is to guarantee consistency;
- Managers and employee are to receive proper training,
- The PMD is to be in written format,
- The PMD is to be mandatory.

DFO will engage the unions in early August as it relates to process.

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Review of UMCC Frameworks

There was a discussion with respect to the effectiveness of UMCCs. The issue of information- sharing versus consultation and the authority capacity of the attendees were discussed. It was agreed that the review of the UMCCs should be addressed by the working group to determine how effective they are. It was also noted that some UMCCs only need to be scheduled when there are issues that specifically cannot be discussed and resolved unless they involve just a smaller group of participants – e.g., the Fishery Officers' UMCC which has been reactivated to deal with very specific FO issues/concerns.

Letters of Expectation

There was a discussion about Letters of Expectation. It was clear that the Department had many views with respect to the use of such letters. The use of pre-discipline and performance evaluations seemed to be two applications.

The unions strongly recommended that these letters were not to be used for disciplinary purposes. If they are used in this manner, then they will be the subject of a grievance.

The unions strongly recommended that the Department provide guidelines for the use of these letters; i.e., how and when it is acceptable to use them and when it is not acceptable to use them.

The unions also strongly recommended that DFO provide courses on what discipline is and what performance management is and how to properly engage both.

Fall 2013 Meeting

A meeting has been scheduled for November 14, 2013.

Submitted on behalf of the national office