

January 4, 2013

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

Re: **Fisheries and Oceans' National Union Management Consultation Committee**

The DFO National UMCC met on December 10th, 2012 with Brother Todd Panas, National President, and Brother Luc Paquette, Service Officer, attending. The following is a synopsis of the discussions held.

Marc Gregoire, Commissioner, Coast Guard, filling in for Acting Deputy Minister David Bevan for the first part of the meeting, opened the meeting and informed the Committee members about the latest changes in the Organization Chart; i.e., David Bevan as Acting Deputy Minister, Trevor Swerdfager as Assistant Deputy Minister, Program Policy, and Kevin Stringer as Assistant Deputy Minister for Ecosystem and Oceans Science Sector.

Review and Follow-up Items - September 13, 2012 DFO NUMCC Minutes

One point of interest was a conversation about the creation of a Sub-Committee composed of both managers and Union representatives that would look at the possibility of holding a Symposium in 2013. The Committee would look at whether or not there was interest and if so, come up with a common theme for the Symposium. UCTE objected to the creation of such a Committee questioning its purpose and efficiency whereas UEW welcomed the creation of this Committee and reserved its right to make a better educated judgement once the Sub-Committee came to this table with its recommendations.

Strategic Review and Budget 2012

The Department advised the Committee that both Regional and National Staffing Review Committee Structures were tasked with the review of staffing activities to ensure consistency with regular employment of affected employees. The Department provided some numbers on progress of WFA activities in the Regions.

UEW advised the Committee members that its information is that the Regions do not share their statistics and in some cases do not get statistics and only rely on information provided to them that originates from the national level. UEW reiterated that the Terms of Reference give the responsibility to the Regions; therefore, the statistics are also of a regional nature and should be shared at the regional level.

UEW made the specific request that the Department look into this and ensure that this is done before UEW resorts to going to the Deputy Minister for action.

The Department vowed to resolve this issue agreeing that information including progress statistics need to be shared.

Strategic Review and Budget 2012 (Cont'd)

With respect to the Fisheries Protection Program, UEW asked whether or not the Department had an estimated timeframe for employees to receive their opting letters and whether or not the Department was going to give the Union its required 48 hours' notice.

The Department responded that it expects the process to be completed by the end of January 2013 at which time it would have a better idea of where it will be in the process and added that it is convinced that it will have an opportunity to share information even before the legal requirement of the 48 hours' notice so that the Unions may get a better sense of whether or not the Department will require an extension in the process.

Changes to the Bi-Weekly Pay

UEW asked the Department whether or not it had any information about this latest Government initiative. The Department's response was that it had no more information than the Unions did stating that there is no plan from TBS to move employees to arrears pay. TBS is looking for an off-the-shelf system to manage the technical aspect of pay but there is nothing confirmed to date.

Bullying in the Workplace

UEW made a passionate presentation on paternalism in the workplace and announced its campaign against bullying seeking the Department's confirmation that it would uphold the commitment of DFO's previous Deputy Minister to look at middle management and its paternalistic style of management. UEW also expressed the desire for the Committee to initiate a sub-committee that would have the specific task of recommending action points with a view to eliminating bullying in the workplace.

The Department responded by confirming that it does indeed support anti-bullying initiatives and made a commitment to come back to UEW with a proposal for Terms of Reference for the creation of such a sub-committee.

The Duty of the Department to supply the local Unions a list of all new hires as per the collective agreement

The Department advised that TBS is currently providing the list of all new employees to the PSAC in accordance with the collective agreement and referred UEW to the PSAC.

UEW did not contest this point but rather gave examples of other Departments that have gone above and beyond the collective agreement by providing those lists -- not only to the National Components but to the RVPs as well.

The Duty of the Department to supply the local Unions a list of all new hires as per the collective agreement (Cont'd)

UEW made the specific request and asked the Department if it would also extend this courtesy to UEW as it would greatly help local representatives to identify new employees, especially when it comes to the duty to provide Union orientation to new employees.

The Department committed to look at the issue but admitted that it is not currently equipped to provide such list.

Participation of Employees / Union Members at Management Meetings

UEW made a case that the Employer as a whole would benefit greatly if it engaged the employees that perform the work, the grassroots of the organization, when it is itself considering changes to its organization. UEW is of opinion that employees are the best source of information and reiterated the fact that organizations are not built from the top down but from the bottom up. UEW believes that our common lives would benefit from such involvement, help morale and therefore productivity. UEW believes that we need to go back to the basics and fears that the Department is losing sight of its most valuable asset; i.e., its employees.

UEW wants to help the Department raise that bar without putting forward the 'U' for Union and the 'M' for management because the common element is the 'E' for employees. UEW reiterated that we are all employees and we should be proud employees.

Submitted on behalf of the national office