

June 24, 2011

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

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

The National UMCC met on Monday June 6<sup>th</sup>, 2011 with Brother William Pynn, National President, Brother Daryl Hoelke, Executive Assistant, and Brother Luc Paquette, Service Officer, attending. The following is a synopsis of the discussions held.

The Deputy Minister announced that the Guidelines for the *Time off Union Management Consultation* were done and they would be ready for distribution provided there are no modifications required. UEW noted that this document would serve as a guideline although the collective agreement reflects what is permitted.

### **Review and Follow-up Items of the November 23, 2010 DFO NUMCC Minutes**

The Unions asked the Deputy Minister to schedule a post-budget meeting to address financial re-allocation proposals. The Deputy Minister confirmed that there would be a post-budget meeting scheduled and UEW re-affirmed the necessity of having all Unions present at that table since the budget will affect all of us at the same time.

The Deputy Minister assured the table that the Department will be sharing information within the limits of what they are authorized to share.

The Unions questioned the Deputy Minister on the nature and scope of the projected cuts. On several occasions, UEW inquired as to whether the Deputy Minister could share the broad lines of what was to come but the Deputy repeatedly responded that the Department could not address this issue until the budget was passed by Government. The dollar figure of 56.8 million in cuts was identified as the previous Government's estimate budget and the question was asked whether this figure would remain the same or if the new budget would have a different figure.

The Deputy Minister repeated again that she had no knowledge of the budget content and that she would not speculate on this issue. However, she did indicate that she would be speaking with the Unions at first opportunity.

UEW brought the Deputy's attention to the issue of signing petitions. Maggie Trudel Maggiore, Executive Director of Value Integrity and Conflict Resolution, advised that the communications with respect to the Guidelines relating to the Petition Policy were reviewed and then sent to employees after the Unions had been consulted on the issue.

UEW reiterated that in light of the Cohen affair, it was the manner in which the communiqué was released that caused concern. The timing could not have been worse and members were taken aback and uncomfortable about what they could or could not sign.

UEW reminded the Deputy Minister that the communiqué was not released simultaneously in all regions and that the author of the communiqué disregarded the sensitive nature of the situation in BC and in fact, some employees were told not to go to the meetings. UEW then asked that the Department come back to the Committee with clarifications on what employees can or cannot sign and the Deputy Minister confirmed she would look into it.

### **Update on the DFO Values and Ethics Code**

The Department advised that the finalization of the Code would not be ready before September. The Department indicated that the Bill on the Code of Ethics has to spend 30 days in each chamber of Parliament and that the Code of Ethics for the public sector has to be published before the ministerial one.

### **DFO National Labour Relations' Symposium**

The Symposium is scheduled to take place on October 24<sup>th</sup> and 25<sup>th</sup>, 2011 at the Château Cartier in Aylmer, QC. UEW confirmed that the Unions have agreed to make changes to the Theme of the Symposium and that the focus should be on the budget and the deficit. The environment for labour relations, a communication's plan, and tools for trust and fairness are essential in view of challenges we will face for the next 2 to 3 years as we move forward and work should be concrete with attainable goals.

The Deputy Minister then noted that the Unions favored a more practical approach to the Symposium and not so much on the soft side of things as had been planned. All of the Unions have agreed to contribute financially in some way towards the Symposium and the UCTE President has agreed to co-chair the Symposium.

### **Consultation Review**

A working group was established to look at best practices to improve Union-Management Relations both in and outside of consultation meetings. The Committee then engaged in a revision of the document presented and recommendations were issued by the committee. There were a total of nine points elaborated and UEW put forth recommendations on key points of interest.

With respect to *Co-chairs for Committees*, UEW stated that it elected not to participate as a co-chair.

With respect to the *Symposium*, UEW re-affirmed that although it supports the improvement of relations between the parties, Symposiums are only valuable if they are productive and there is no reason in pursuing this type of project if they don't produce the results expected or anticipated.

With respect to *streamlining the composition of the NUMCC*, UEW confirmed the importance of having all the Assistant Deputy Ministers present at the table; however, UEW will not question who should or should not be present. This being said, UEW cautioned that we sometimes tend to wonder about the value of having so many people around the table.

With respect to the *creation of sub-committees*, UEW noted its concerns about the dangers of turning this consultation table into a reporting structure for sub-committee reports. It was agreed that sub-committee work is to be done on a need-to basis only.

With respect to *Celebration Recognition between Managers and Unions*, UEW supported any work that can be done towards dispelling the notion that Union work is a negative effort. UEW re-affirmed its belief that Unions are required and we must find ways to stop the idea that an employee may “pay the price” for simply getting involved in Union activities.

## **ROUND TABLE**

UEW requested an update on the Compensation Advisor’s transfers. The Department stated that there wasn’t a lot to report. The Department of Public Works is the lead in this project and a lot of the issues revolve around People Soft. Bhagwant Sandhu, Human Resources Director, advised that the system’s requirements would be installed in phases and that progress was slow.

UEW pointed out that its main concerns are about the services and uninterrupted compensation delivery for our members.

Finally, William Pynn advised the Committee that this would be his last National UMCC as he will not be re-offering for another term. The Deputy Minister added kind words and wished Brother Pynn all the best. The table applauded Brother Pynn for all his years of dedication and service to the UEW.

William Pynn  
National President,  
Union of Environment Workers.