

June 16 , 2010

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

RE: **DFO NUMCC Meeting - May 28, 2010**

The DFO National Union-Management Consultation Committee (NUMCC) met on May 28, 2010 with Brother William Pynn, National President, and Sister Paula Dignan, Service Officer, attending.

The Deputy Minister welcomed all and in her opening remarks spoke about her scheduled Regional visits that included townhall-type meetings where staff was encouraged to share workplace concerns. She also touched upon the Fraser River Inquiry stating that DFO had provided the Commission with well over one million pages of evidence.

Action Items from the Previous NUMCC

Bargaining agents were provided with details about the use of temporary help services. DFO emphasized that it is below departmental averages with respect to the use of temporary help. DFO will provide details on the breakdown of the statistics differentiating between contract and casual employees.

UEW requested an update on the Charlottetown-base closure. The Deputy Minister responded that a firm decision should be forthcoming before the end of the summer but that she was unable to provide details at this time. UEW commented that the uncertainty adds significant stress to DFO employees and their families and that the sooner a decision can be reached, the better.

Strategic Review

The strategic review will have no impact on this fiscal year's budget. When the proposal is made on how DFO is to trim the 5% requested in the review, the concern will be that the information remain confidential until the budget.

Parking

In accordance with a new Treasury Policy, on July 1, 2010, all DFO employees will be charged the market rate for parking. The Deputy Minister advised that it could not change the imposition of new parking rates but will try to assist where possible should DFO staff be negatively impacted and require some flexibility with respect to the new policy.

The Bargaining Agents advised DFO that their concerns related to parking for people with disabilities – keeping in mind the duty to accommodate – and shift workers who do not have access to public transport and safety.

DFO Labour Relations' Symposium

The ADM of Policy provided a synopsis on the Symposium Report. Questions were posed with respect to the action items as well as about whether or not DFO and the Bargaining Agents see value in continuing the Symposiums and if so, how frequently. There was a discussion regarding consultation in general and how it is important to recognize that there is already a consultation structure in place. The Symposium was not meant to replace this structure.

The Department advised that it would circulate the Report from the working group regarding how to follow up on the Symposium's action items. Both DFO and the Bargaining Agents will discuss whether there is a need to continue with the working group.

PSC Audit

DFO management advised the Bargaining Agents that as a result of a PSC Audit, several deficiencies have been noted with respect to non-advertized positions, files not being complete, not having the Resumes on file, proof of certifications, etc. DFO is reviewing the audit results and will correct what has been highlighted and hopes to put in place more rigorous processes.

Impacts of Federal Budget

UEW requested that management advise what the current budget impacts on the department were and in particular, with respect to the 1.5% in salary wages that each Department now has to absorb. This represents \$10.5 Million to DFO. DFO advised that this is already imbedded in the budget and there is now greater emphasis on forecasting. If an activity is not forecasted, there will be no budget attached to it. All jobs are budgeted and therefore there will be no job loss.

Classification

UEW requested that DFO update the Bargaining Agents with respect to classification. UEW questioned the delays and advised that they were unacceptable. UEW also questioned how the B.C. Regional Administrative Models can be developed when DFO has not developed NMWDs. It seems that if there is to be standardization, the information on the NMWDs should be shared to ensure consistency. Bargaining Agents again expressed their dissatisfaction with the classification program.

Should you have any questions or concerns relating to the issues noted above, please do not hesitate to communicate with the national office.

Yours fraternally,

William Pynn,
National President,
Union of Environment Workers