

January 18, 2012

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 Tuesday November 29th, 2011, with Brother Mark Power, Vice-President, and Brother Luc Paquette, Service Officer, attending. The following is a synopsis of the discussions held.

The Assistant Deputy Minister, Richard Nadeau, read the Minutes of the previous meeting and advised the Committee that the Department was still waiting for the final approval of the Fishery Officers' Code of Conduct.

Labour Relations' Symposium

The Department is working on developing a report with respect to the Labour Relations' Symposium and once completed, it will be shared with the bargaining agents. Preliminary feedback indicates that participants found the forum to be positive and a good source in providing deeper insight through input on the issues at hand.

UEW concurred but suggested that there be time set aside for Bargaining Agents to gather on their own as a networking building exercise.

Consultation Working Group

Lyne Landriault, Director, Labour Relations, provided a quick debriefing on the various discussions. Topics included the issue of co-chair, agenda management, access to Intranet for Unions, Labour Relations' Symposia, number of participants at the NUMCC meetings, the creation of sub-committees, and a memorandum intended for managers to help them recognize the value of having employees being active with respect to union activities.

Of these subjects, the most contentious one surrounds the number of managers present at the NUMCC meetings vs the added value and quality of actual participation. UEW pressed the members of the Committee about the concept of roles of engagement and the number of participants vs the quality of what is brought to the table. This issue will be looked at closely by the Deputy Minister.

Workforce Adjustment

Following questioning from UEW, the Department confirmed that although frozen for now, the roll-over provision for term employees has not been abolished. The strategic review forced the Department into cuts so it became important that active steps be taken to protect the indeterminate employees first.

UEW noted that it is imperative that bargaining agents are aware of the sequencing of the next steps, especially in the communications strategies, as they will need to be ultimately completely clear.

On the issue of Reasonable Job Offers, the Deputy Minister stated that she did not believe that the Department was in a position to be that specific in offering Reasonable Job Offers and did not want to make a blanket affirmation. She stressed that every situation will be looked at on a case-by-case basis.

UEW agreed but advised the Deputy Minister that in doing so, the Department will have to justify the “why” for every employee brought into an opting scenario.

UEW further commented that communications on this issue was not at its optimum. The Department should have been more vigilant in distributing the message at the same time across the country as opposed to having some regions being advised before others. The Deputy Minister agreed.

Should you have any questions concerning the above, please do not hesitate to communicate with the national office.

Submitted on behalf of the National Office