

May 2, 2013

TO: Locals – NRCan  
National Executives  
National and Regional E.O. Representatives

RE: **NRCan Canadian Forestry Services – LMCC**

The NRCan CFS LMCC met on April 23, 2013 with Sister Manon Desormeaux, Service Officer, attending. The following represents a summary of the issues addressed.

### **EG Career Progression**

UEW expressed its appreciation to the Sector and to the Committee for the work it did relating to EG Career Progression and for the subsequent report concerning the subject matter. The ADM noted that following the review of the report, the Department will provide a written response to the recommendations which will be shared with the EGs and the bargaining agent.

UEW noted that although there are some positive recommendations contained within the report, it would like to see a clear action plan. The ADM agreed and commented that following an analysis of the recommendations, specific action items will be identified and progress monitored.

### **Reclassification/Classification Issues**

UEW raised concerns with respect to the classification/reclassification of a position. UEW was made aware that following classification training, members were advised that, at the request of the bargaining agents, all requests for reclassification to a higher level would be through an advertised competition to give everyone an opportunity to apply for the position.

The Department advised that a classification to a higher level is considered a reclassification and as such, the position is viewed as a new position. If an employee requests a review of his/her position and if he/she agrees with the job content and the classification is reviewed, then the incumbent of the position will be required to re-apply for his/her own position.

The Department agreed to forward the training documents used and further commented that based on the information provided, there appears to have been a misunderstanding with respect to the training. As a result, the Department will be providing clarification. Upon receipt of the training documents, a copy will be forwarded to the Locals for their information.

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

Submitted on behalf of the national office