

Canadian Forest Service
Labour-Management Consultation Committee (LMCC) Minutes
 Tuesday, November 20, 2012, 10:00-12:00
 580 Booth Street, Boardroom 8-B8-2

Co-Chairs

Tom Rosser, Chair, ADM, Canadian Forest Service
 Todd Panas, Co-Chair, National President (PSAC-UEW)

NRCan Membership

Bart Bilmer, Director, Planning and Renewal (CFS)
 Marie-Andrée Gagnon, Senior HR Advisor (HRSS)

Bargaining Agents

Mamdouh Abou-Zaid, Lead Steward (PIPSC)
 Manon Desormeaux (PSAC-UEW)
 Simon Ferrand (PIPSC)
 Chan Quang, Director, Local 520 (CAPE)

Observers

None

Absent

Daniel Boulet (IBEW)
 Darryl Hoelke (PSAC-UEW).

Recording Secretary

Bart Bilmer

Agenda Item	Subject	Decision / Action
1.	<p>Welcome and Check-In</p> <p>Co-chairs Tom Rosser and Todd Panas welcomed all meeting attendees.</p> <p>T. Panas indicated that a campaign on paternalism is being launched by PSAC-UEW to eliminate harassment/bullying in the workplace, given the prevalence of this topic and its significant impact on morale. Partnerships are in place with the Department of Fisheries and Oceans and Environment Canada and he hoped that NRCan could also come on board. T. Rosser indicated that reducing and eliminating harassment is a huge priority for the CFS, and was encouraged by results obtained by the Pacific Forestry Centre, which had made great strides over the previous survey. M. Abou-Zaid spoke about a recent campaign against harassment that was launched in GLFC, with PIPSC, UEW and management joining efforts, that included training, lunch & learns, and awareness building.</p> <p>It was recognized that leadership does matter when dealing with harassment situations. Taking action using the available tools, e.g. training, performance appraisals, and ensuring monitoring/accountability was viewed as being critically important, as is recognizing the various forms of harassment.</p>	
2.	Review and Approval of Agenda (All)	Agenda Approved

Agenda Item	Subject	Decision / Action
3.	<p>Action Items Arising out of April 24, 2012 LMCC meeting Lead Respondents: Tom Rosser and Bart Bilmer</p> <ul style="list-style-type: none"> ▪ CFS action items: <p><u>Outstanding Action #1: Casual and temporary statistics for 2010-11 and 2011-12:</u> Information was forwarded to bargaining agents on November 19, 2012.</p> <p><u>New Action #1 - Impact of the Downloading of Former SSO Responsibilities onto Research Staff:</u> <i>When the financial environment is more settled, management will begin exploring means of being more administratively efficient, e.g. credit cards, in conjunction with bargaining agents, with the aim of finding a concrete solution.</i></p> <ul style="list-style-type: none"> ○ Update: During this period of transition, in which SSO has been facing a reduction in resources, CFS has been working closely together with SSO to identify service delivery challenges and find solutions. CFS' new Finance Committee (director representatives from all regional centres and NCR branches) has met with SSO and will be reviewing its financial management model/practices and supporting infrastructure and present recommendations to Management Committee. The matter of credit cards is now on the forward agenda for Finance Committee. <p>M. Abou-Zaid indicated that improvements in service have been seen over the last few months – SSO now usually responds on the same day a problem is reported.</p> <p>T. Panas proposed that bargaining agents and employees should also be represented at Sector governance meetings as they have a lot to offer. T. Rosser indicated how the Sector is proactively reaching out to its employees, e.g. Women in Science initiative, in order to seek advice and input.</p> <p><u>New Action #2 - EG Career Progression:</u> <i>Bargaining agents will be invited to an upcoming CFS Management Committee meeting (date TBD) in order to discuss the report and recommendations.</i></p> <ul style="list-style-type: none"> ○ Update: A draft report summarizing the issues impacting EG career progression was completed in September. Senior management has reviewed the report and asked for more follow-up work to be done. Invitation will be extended to BAs once report has been finalized for MC discussion. <p>UEW and PIPSC indicated that as they had invested resources in this work that they were disappointed that it was taking so long to complete the report.</p> 	<p>Action Item #1: Provide casual and temporary statistics for 2012-13, once available</p> <p>Action Item #2: Final report to be shared with BAs before the next LMCC and not long after Christmas.</p>

Agenda Item	Subject	Decision / Action
	<p><u>New Action #3 – Women in Research Pilot:</u> <i>Further updates will be provided as the initiative progresses.</i></p> <ul style="list-style-type: none"> ○ Update: The Women in Research Pilot was launched in June to increase the representation of women in the RES category (CFS' largest EE gap). The pilot has a narrow scope with the objective to look internally to help address the gap. Of the 18 applications received, 9 people have been invited to proceed with the next step in the pilot. Next step is to give those people information and coaching to prepare them for success in the RES category should an opportunity arise. <p>PIPSC indicated their support for this initiative.</p>	
4.	<p>Reclassifications (UEW) Lead Respondent: Tom Rosser</p> <p>ISSUE: <i>Why does it take so long? UEW has had cases where it took 4.5 years for a reclassification to occur once the initial forms were signed. Before putting it on the national LMCC agenda, they would like to discuss further.</i></p> <ul style="list-style-type: none"> ● Update: <ul style="list-style-type: none"> ○ CFS shares the concern around some of the examples of long resolution times. It is addressing this issue through its new HR Committee and will be looking at ways to increase consistency across the country. 	Action Item #3: A report on progress will be provided at the next meeting.
5.	<p>Closing of CFS Library (UEW and PIPSC) Lead Respondent: Tom</p> <p>ISSUE: What are the long-range intents and implications of this?</p> <ul style="list-style-type: none"> ○ Update: <ul style="list-style-type: none"> ▪ The closure of two CFS libraries, one in the PFC (Victoria), the other in the NoFC (Edmonton), was a decision by Corporate Management and Services Sector, independently from CFS management. ▪ CFS is working closely with CMSS to help ensure that employees have access to library services through other forms such as electronic media and drawing from the library support in other regions. Also working to find ways to provide access to non-electronic resources. ▪ Exploring how to best use the newly available building space to enhance the quality of the work experience at the centres. <p>M. Abou-Zaid also indicated the need for the preservation of the unique record of work, some of which goes back 100-125 years in order to ensure that records are preserved for future generations. Digitization and document storage strategies were identified as approaches to address this need.</p>	
6.	<p>Update on Budget 2012-13 (PIPSC) Lead Respondent: T. Rosser</p> <p>6.1 Impact on CFS Operating Budgets, Workforce & WFA Situations</p>	

Agenda Item	Subject	Decision / Action
	<p>Arising</p> <ul style="list-style-type: none"> ○ Update <ul style="list-style-type: none"> ▪ CFS received \$105M for market development and innovation support for Canada’s forest sector over the next two years, which essentially renewed existing sunseting programs. ▪ Funding for Investing in Forest Industry Transformation (IFIT) expires at the end of 2013-14; CFS will be seeking renewal and also working on emerging issues such as bioeconomy. ▪ We are expecting to receive funding for salary increases in Budget 2013, ending the 3-year operating freeze from Budget 2010. ▪ Moving forward, more limited resources will make it more important than ever that we remain focused, forward looking and as innovative and efficient as possible. <p>M. Abouh-Zaid inquired as to how we will compete in the future, including technologically, given how a limited budget affects our competitiveness. T. Rosser indicated that work is being done to reach appropriate balance between operating and salary resources and make operating resources go as far as we can make them go further. Additionally, CFS’ senior management is working together to identify indeterminate staffing needs and to look harder at external funds, and is one of the biggest single items on CFS’ management agenda. This work will allow us to continue to adapt and evolve as an organization while finding ways to grow partnerships, leverage resources and otherwise pursue excellence and maximize our impact. UEW suggested being more open to new ideas and innovation and to undertake broader engagement and collaboration with its employees in order to further initiatives, as what worked 2-5 years ago won’t work now.</p>	
	<p>6.2 Impact on Career Development - Training and Conference Attendance</p> <p>Lead Respondent: T. Rosser</p> <ul style="list-style-type: none"> ○ Update <ul style="list-style-type: none"> ▪ CFS is adapting to NRCan’s new travel directive and approval process. The new process presents challenges when invitations are received too close to event date – increase in discipline will be required, but philosophy has not changed. ▪ CFS “work-related” travel, where we travel to meet each other has been reduced by 25%, and all other travel including international was reduced by 10%. ▪ Travel related to field work and international travel that is key to advancing Canada’s interests or is viewed to be an important part of employees’ professional development will not be significantly affected. ▪ There has been a conscious reduction of travel by management in favour of using videoconferencing to ensure travel funds are available for conference travel and field work. <p>C. Quang, CAPE, expressed support for previous CFS efforts to tap into existing organizational talent, especially with respect to language</p>	

Agenda Item	Subject	Decision / Action
	training.	
7.	Round Table / Other Business Lead: All T. Rosser indicated a willingness to discuss any items between meetings.	
8.	Next Meeting / Adjournment Next meeting to be chaired by a bargaining agent representative and will be scheduled (before Christmas) for April 2013.	

Tom Rosser
Chair

Todd Panas
Co-Chair

Date:

Date:

ACRONYMS and ABBREVIATIONS

ACFO	Association of Canadian Financial Officers
AECL	Atomic Energy of Canada Limited
BAs	Bargaining Agents
CAPE	Canadian Association of Professional Employees
CFO	Chief Financial Officer
CFS	Canadian Forest Service
CMSS	Corporate Management and Services Sector
DM	Deputy Minister
EE	Employment Equity
ES	Energy Sector
ESPS	Task Force on Energy Security, Prosperity and Sustainability
ESS	Earth Sciences Sector
HRPPD	Human Resources Policies and Programs Division
HRSMB	Human Resources and Security Management Branch
HRSS	Human Resources Services and Systems
IBEW	International Brotherhood of Electrical Workers
IETS	Innovation and Energy Technology Sector
LMCC	Labour-Management Consultation Committee
LRVEU	Labour Relations, Values and Ethics Unit
MMS	Minerals and Metals Sector
MPMO	Major Projects Management Office
NRCan	Natural Resources Canada
NRU	Natural Resources Union
PAPMS	Public Affairs and Portfolio Management Sector
PIPSC	Professional Institute of the Public Service of Canada
PSAC	Public Service Alliance of Canada
SPI	Science Policy Integration
SSC	Shared Services Canada
SSO	Shared Services Office
TBS	Treasury Board Secretariat
THS	Temporary Help Services
ToR	Terms of Reference
UEW	Union of Environment Workers
V&E	Values and Ethics
WWB	Workplace Well-Being