

December 12, 2012

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

RE: **NRCan Canadian Forestry Services (CFS) – LMCC Meeting**

The NRCan-CFS LMCC met on November 20, 2012 with Brother Todd Panas, National President, and Sister Manon Desormeaux, Service Officer, attending. The following represents a summary of the issues addressed.

### **Anti-Bullying Campaign**

UEW noted that it launched an anti-bullying campaign at the workplace. The purpose of the campaign is to promote and advocate against bullying. Furthermore, UEW is hoping that the Department will support the campaign and suggested that the subject of bullying and harassment be a standing item on the agenda of all future meetings. Tom Rosser, ADM of CFS, agreed and noted that creating a harassment-free workplace is a priority for the Department. He advised that there is a campaign and workshop on harassment that is currently being provided. The ADM is also open to ideas and suggestions.

### **EG-Career Progression**

UEW requested a progress update on the activities of the sub-committee addressing this issue. Management noted the report is still in draft format. A subsequent meeting will be held with the Director-General to finalize the recommendations and report.

UEW noted its disappointment that the report is not yet finalized and reiterated that career progression is very important to its members. The ADM committed that the report will be finalized and that there would be a full discussion at the Spring 2013 meeting of the Committee to discuss its content.

## **Classification**

UEW raised concerns about the time taken – sometimes over four years – for reclassification to occur once the initial form is signed. As such, UEW asked about the process and how it could be improved. Tom Rosser agreed and shared the same concerns. He advised that this was not a systematic issue; however, the classification process is not consistent between Sectors and as such, a Committee was established to look at the classification issues within the department.

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