

**Canadian Forest Service (CFS)
Labour-Management Consultation Committee (LMCC) Minutes
April 21, 2011, from 9:00 am to 10:30 pm**

CHAIR

Daryl Hoelke, Executive Assistant to the National President, UEW

CFS/NRCan MEMBERSHIP

Tom Rosser, Assistant Deputy Minister, CFS
Jennifer Hollington, Director General, Planning Operations and Information, CFS
Marie-Andrée Gagnon, Senior HR Advisor, SSO-HR

Bargaining Agents MEMBERSHIP

Roy Prokopuk, National Consultation Team President for PIPSC
Mamdouh Abou-Zaid, Acting Lead Steward for PIPSC
Chan Quang, Local Steward, CAPE

Absent

William Pynn, President, UEW

Item	Subject	Decision/Action
1.	1.1 Welcome and Opening Remarks Daryl Hoelke called the meeting to order at 9:35 and welcomed Tom Rosser as the new ADM of the Canadian Forest Service.	
2.	Review and Approval of Agenda and Previous Minutes PIPSC asked that item 4 on Budget 2011 be deferred to the departmental level, noted that the item on EG Career Progression could be dealt with as part of the minutes, and asked to add Adjunct Professorships to agenda.	The agenda was approved with modifications. The minutes were approved.
3.	Action Items Arising out of the Last LMCC Meeting <i>Action from previous meeting – J. Farrell will discuss with his RDGs distribution of employee lists to local bargaining agents.</i> J. Hollington noted that J. Farrell did raise the issue with his RDGs and asked her to follow up on the	

	<p>matter. She reported that she had spoken with Corporate Labour Relations, which provides monthly reports to the national bargaining units on employees taken on strength and struck off strength. She said that these could be forwarded to the local units. PIPSC indicated that it forwards information received at the national level to local units. UEW voiced disappointment that the department would not take the steps to provide this information with the Local Union officials directly at the worksite. This simple action would further promote good Union Management dialogue. UEW further noted management's responsibilities regarding orientation and made reference to the article covering orientation which is contained in the Collective Agreements for PSAC members. M. Gagnon stated that the letter of offer indicates what union a new employee is in but not the name of his or her union steward. T. Rosser stated that the department should make sure people have access to good resources on their bargaining units whether through the letter of offer or some other mechanism.</p> <p><i>Action from previous meeting – J. Hollington to follow up with UEW regarding the establishment of a working group to analyze the EG career progression issue.</i></p> <p>J. Hollington reported that, since the last LMCC, she had worked with UEW to draft Terms of Reference for the group and that both CFS and UEW had identified members to sit on the group. A meeting that was scheduled for April 18 was postponed because a member was not available to attend. It has been rescheduled to June 6.</p>	
<p>4.</p>	<p>Budget 2011/12 Item deferred to departmental level at PIPSC's request.</p>	
<p>5.</p>	<p>2010 NRCAN Employee Survey and 2008 Public Service Employee Survey PIPSC acknowledged the solid analysis done by CFS of the NRCAN Employee Survey results. T. Rosser noted that CFS managers are in the midst of engaging with staff and that he did a blog post on the survey, inviting input from staff. He stated that ongoing</p>	

	<p>engagement of staff of the survey results and opportunities for improvement are planned.</p> <p>PIPSC stated that of the CFS respondents to the NRCan Employee Survey only 55% agreed that CFS supervisors understand and respect the overtime provisions of the collective agreements. While he acknowledged that the ADM of CMSS already sends out quarterly emails on the subject, he asked what more CFS will do. J. Hollington responded that the importance of respecting the overtime provisions of collective agreements would be reinforced with members of the CFS Management Committee.</p> <p>UEW inquired about the next government wide Public Service Employee Survey. T. Rosser confirmed his understanding that it would be held in 2011.</p> <p>PIPSC expressed concern with the definition of harassment in the NRCan Employee Survey, noting that it doesn't provide clarity and could lead to higher reported percentages of harassment than is likely the case. T. Rosser acknowledged the trade-off in improving questions and being able to maintain consistency and comparability across surveys. PIPSC stated that the harassment numbers are not reflected in the number of people coming forward and that staff has lots of options for addressing workplace issues, such as informal conflict resolution, mediation, and the Employee Assistance Program.</p>	<p><i>Action #1:</i> T. Rosser or J. Hollington to reinforce at the CFS Management Committee the importance of understanding and respecting the overtime provisions of collective agreements.</p>
<p>6.</p>	<p>CFS Term Employment Update PIPSC enquired about the latest term data. J. Hollington noted that as of April 1, CFS had 42 terms, none of which were sunset terms. UEW noted that this is good news especially in relation to sunset terms, but asked whether CFS is hiring more casuals and agency people as a result. Both UEW and PIPSC asked HR for data on the hiring of casuals and temp help over the past few years.</p> <p>UEW asked whether the delay in approving the Federal Budget has impacted program delivery.</p>	<p><i>Action #2:</i> M. Gagnon to provide information to UEW and PIPSC on CFS's hiring of casuals and temp help over the past two years.</p>

	<p>T. Rosser stated that CFS had a number of C-base programs proposed for renewal in the Budget, and that CFS began planning for different scenarios with a view to minimizing impacts on staff and programs. He did note that the bulk of the money in the Budget for CFS would have been flow-through grants and contributions.</p> <p>UEW asked about plans to upgrade scientific equipment. J. Hollington noted that CFS has made significant investments in S&T equipment, fleet and real property over the past couple of years and affirmed CFS's recognition of the importance of investing in these. PIPSC added that scientific equipment is needed to attract and maintain scientific capacity and to compete with other research institutions, noting the particular importance of such investments in Sault Ste Marie, which would attract students to the city. T. Rosser took note of this and pointed out the significant investment in the Invasive Species Centre, which is an \$11 million facility when factoring in both the federal and provincial contributions.</p>	
7.	<p>Conference Travel 3/2 rule</p> <p>PIPSC noted the frustration of its members in being able to attend scientific conferences, which are valuable for scientists to establish relationships with peers and to provide visibility for CFS. PIPSC stated that some NRCCan sectors have a dollar value quota for international vs domestic travel and asked for flexibility. T. Rosser noted that the 3/2 rule is a departmental rule, not a sector rule. He added that Treasury Board brought in a new directive as of January 1 that requires departments to minimize the size of attendance. He acknowledged the concerns of the scientific community and the importance to scientists' career development of presenting at conferences. J. Hollington noted that CFS does not have a separate quota for international and domestic travel. She noted that like all government departments, NRCCan has to live within a cap for travel, hospitality and conferences.</p>	
8.	<p>Performance appraisals 2010-2011, including</p>	

	<p>adequate training for supervisors and staff as part of learning plans</p> <p>PIPSC asked the ADM what he thinks of the new employee appraisal form. Neither T. Rosser nor J. Hollington were familiar with the changes to the form. T. Rosser did note that everyone needs a written appraisal and learning plan. PIPSC noted that it is opposed to the new form, and enquired about the three planned pilots. T. Rosser said he does not believe CFS is one of the pilot sites. CAPE also noted concerns with the new form.</p>	
9.	<p>Lack of technical support to professionals for Vote Net Revenue (VNR) activities</p> <p>PIPSC noted that some sectors do a lot of cost recovery and raised concerns about senior technicians not being replaced after they retire. UEW noted that that is one of the main themes that will be captured in the EG Career Progression initiative. T. Rosser stated that cost recovery is quite small in CFS, but acknowledged that that doesn't mean that there isn't an issue that should be addressed.</p>	
10.	<p>Update on EG Career Progression</p> <p>Item was covered as part of the review of minutes.</p>	
11.	<p>Round Table / Other Business</p> <p>PIPSC raised an issue with adjunct professors in NRCan, stating that there be a standard procedure. PIPSC noted that it gave NRCan's Chief Scientist a managers guide and suggested that it be discussed at NRCan's S&T Board. T. Rosser commented that, in general, CFS is open to work with universities. He added that he had not seen the managers guide, and committed to enquire about the status of the document and when it might be ready to come to a governance body. PIPSC noted that one of the major issues with adjunct professorships is who owns the arising intellectual property. It also noted that scientists don't get credit for being adjunct professors in the RES promotion process.</p> <p>In the round table, CAPE noted that is it having its annual general meeting May 18. UEW similarly noted that it is holding its triennial convention August 16-18 and as such is seeking management's support for</p>	<p><i>Action #3: T. Rosser to enquire about the status of the managers guide relating to adjunct professors.</i></p>

	approving submitted leave of members attending the convention.	
12.	Next Meeting The next meeting will be scheduled for early October. The meeting was adjourned at 10:30 am.	

Daryl Hoelke
Chair

Tom Rosser
Co-Chair