

Canadian Forest Service (CFS)
Labour-Management Consultation Committee (LMCC) Minutes
May 11, 2010, from 8:30 to 10:30am

CHAIR

William Pynn, President, UEW-STE

CFS/NRCan MEMBERSHIP

Jim Farrell, Assistant Deputy Minister, CFS

Jennifer Hollington, Director General, Planning Operations and Information, CFS

Terry Hatton, Director, National and Departmental Relations, POIB, CFS

Darryl Pickering, Associate Director, SSO-HR

Geneviève Ménard, Corporate Labour Relations

Guylaine Naef, HR Advisor, CFS HR Operations, SSO-HR

Margaret Baltkalns, Corporate HR (for employment equity presentation only)

Bargaining Agents MEMBERSHIP

Daryl Hoelke, Executive Assistant to the National President, UEW-STE

Roy Prokopuk, National Consultation Team President for PIPSC

Carol Fairbrother, President, NRCan CAPE Local

Absent

Barry Wheeler, Lead PIPSC Sector Steward for CFS

	<p>several years these positions have been eliminated. UEW-STE further stated that EGs see limited opportunities for career progression. Jim Farrell committed to discuss the issue at the CFS Management Committee, to ask his DGs to gather information, and to bring back any ideas to this committee.</p> <p>Action #7: Jennifer Hollington reported that she and Terry Hatton had met with members of the executive of UEW-STE Local 70712 in November 2009 about the CFS move to Qualicum.</p> <p>Action #8: Geneviève Ménard noted that information on new employees is provided to the bargaining agents. UEW-STE noted it would be more helpful if the lists were broken down by region. Jim agreed that CFS would follow up.</p> <p>PIPSC inquired if the Bargaining Agents could have 5-10 minutes to speak at employee orientation sessions.</p>	<p>career progression and to bring it back to the committee.</p> <p>Action: Jennifer Hollington to follow up with Daryl Hoelke to resolve outstanding issues regarding the provision of employee lists to the bargaining agents.</p> <p>Action: Geneviève Ménard to follow up on the inclusion of the bargaining agents in employee orientation sessions and to advise the committee.</p>
<p>2.</p>	<p>Budget and Strategic Review</p> <p>PIPSC noted the minimal impact of Strategic Review on CFS.</p>	<p>No action required.</p>
<p>3.</p>	<p>CFS HR Renewal</p> <p>3.1 – Public Service Employee Survey (PSES) – Progress on Recommendations and Actions (UEW/PIPSC)</p> <p>Jennifer Hollington provided an update on engagement activities stemming from the PSES. CFS prepared and submitted branch/centre action plans, which will be rolled up at the departmental level.</p> <p>UEW-STE noted the availability to departments of Joint Learning Program (JLP) courses developed jointly by TBS and PSAC and offered to provide more information.</p>	<p>Action: UEW-STE to provide the link to JLP courses.</p> <p>Action: Geneviève Ménard to</p>

	<p>Geneviève Ménard shared a presentation by Monique Paquin on the PSES results, and agreed to provide a copy.</p> <p>3.2 – CFS Recruitment Strategy Update (CFS) Jim Farrell provided an update on CFS’s planned indeterminate staffing for 2010-11.</p> <p>3.3 – Term Strategy Update (CFS)</p> <p>3.4 – 7% Target for Terms (PIPSC) Jim Farrell provided an update on CFS’s term employment. In response to a question from PIPSC on the target that no more than 7% of the department’s employee population would be terms, Jim confirmed the sector’s intention to be consistent with the departmental plan and to apply the target at the sector level. UEW-STE complimented CFS on its management of terms and asked that the minutes reflect this.</p> <p>3.5 – Employment Equity (EE) Stats Update (UEW) This item was covered as part of the review of action items.</p> <p>3.6 – New CFS Initiative from Budget 2010 (CFS) Jim Farrell informed participants that through Budget 2010, CFS will receive \$100 million over four years for investments in forest industry transformation. He also noted that the sector will receive funding for invasive alien species and that these monies are expected to be part of the ongoing budget.</p>	<p>provide a copy of the PSES deck to the bargaining agents.</p>
<p>4.</p>	<p>Update on Federal Lab Transfers</p> <p>UEW-STE asked whether there had been any further discussions on the creation of shared federal labs. Jim Farrell responded that he had not personally been involved in any discussions on lab transfers. He pointed out that under Canada’s Economic Action Plan, NRCan received \$48M for its federal lab infrastructure, which represented a significant investment in federal science.</p>	<p>No action required.</p>

<p>5.</p>	<p>Reimbursement of “Professional Fees” (PIPSC)</p> <p>PIPSC stated that the Minerals and Metals Sector had made some inroads in paying fees for engineers, but added that this is not an issue in CFS.</p>	<p>No action required.</p>
<p>6.</p>	<p>RES Promotion – Quota Concerns and Career Progression (PIPSC)</p> <p>PIPSC raised concerns with the criteria used to move up in the RES group, such as revenue generation. Jim Farrell indicated that the RES promotion criteria are regularly reviewed and that CFS does not have revenue targets. He also indicated that he has asked his DGs to work with the RESs to help them with the documentation for promotion.</p>	<p>No action required.</p>
<p>7.</p>	<p>Impact of New Software (E-Procurement/Forms) (PIPSC)</p> <p>PIPSC expressed concern that new tools – such as SAP and the conference and travel plan tool – were resulting in work being downloaded to professionals. Jennifer Hollington acknowledged this concern and indicated that CFS tries to work with Corporate colleagues to minimize the impact on professional staff.</p>	<p>No action required.</p>
<p>8.</p>	<p>Round Table/Other Business</p> <p>UEW-STE questioned whether Harassment & Workplace Violence sessions were being provided across the country and whether there was a policy in place. Geneviève Ménard confirmed that there was a policy in place, that a session had been given to employees in Sault Ste. Marie, and that there would be another session done in Camsell Hall for NCR staff. She also noted that bullying is covered in both the harassment and violence portions of the sessions.</p>	<p>No action required.</p>

9.	Next Meeting UEW-STE asked that tentative dates be set for upcoming meetings. Everyone agreed. Geneviève Ménard informed participants that the next Departmental meeting had been set for November 16, 2010, and that sector meetings should be held before October 31, 2010. The meeting was adjourned at 10:20 am.	
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William Pynn
Chair

Jim Farrell
Co-Chair