

October 21, 2011

To: Locals - RNCAN
National Executive
National and Regional E.O. Representatives

RE: **NRCAN-CFS LMCC**

The NRCAN-CFS Labour-Management Consultation Committee met on October 14, 2011 with Brothers Todd Panas, National President, Mark Power, National Vice-President, and Daryl Hoelke, Executive Assistant, attending on behalf of UEW.

The previous Minutes were reviewed. Further discussions concerning the information provided with respect to *CFS term employment* led to the request for current information concerning the use of casuals and the term population. The Department will provide further information as it becomes available.

The Department provided an update on the *EG Career Progression Working Group*. The first meeting was held and currently a follow-up meeting is being scheduled. The initial discussions provided an opportunity to discuss the issue and set the path for further dialogue in early November.

CFS is progressing with its *renewal plans for 2011-2012*. A number of indeterminate positions have been staffed. In general, the retirement rate in CFS has been slow and gradual and remains less than the eligible rate.

The Department provided an update on the progress of the *Action Plan for the NRCAN Internal Employee Survey*. The Department noted that there has been steady progress as a result of the implementation of the Action Plan. Communications about the Action Plan at the workplace has been on-going by way of an ADM Blog and by use of WIKI.

The period for the NRCAN employee survey has ended and further results will be available in January 2012.

The Department outlined the progress made to date with the modernization of the *Financial System* and the training delivered.

The impact to CFS employees as a result of the *Strategic Review* has been minimal. Most of the impact has been achieved without affecting employment.

There is little known about the *Deficit Reduction Plan* and its possible effects. The bargaining agents did emphasize the need to continue with the WFA committees already in place and stressed the need for on-going consultation with the bargaining agents.

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The next UMCC meeting is scheduled for the Spring of 2012 - April/May.

Yours fraternally,

Todd Panas,
National President,
Union of Environment Workers.