

November 2, 2010

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

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

The NRCan CFS LMCC met on September 20, 2010 with Brother William Pynn, National President, and Sister Manon Desormeaux, Service Officer, attending. The following represents a summary of the issues addressed.

### **EG Career Progression**

Management noted that from 2000 to 2010, the EG population had diminished from year to year; however, at some sites, the EG population has been higher. For instance, in 2000 there were no EG-06s at the Laurentian Forestry Centre and in 2010, there are four at that site.

UEW raised concerns with respect to the career path and job opportunities for the EG group within CFS and requested that the Department consider a career progression program for those members.

The Department responded that it has challenges with small geographic pockets. UEW commented that there are employees with 25 years of experience who have received substantial training and are very knowledgeable; however, there is no place for them to move since the previous EG 07 and EG 08 positions have disappeared.

UEW and CFS agreed that a working group should be established to analyze the issue and come up with a solution. The working group would be a national forum for consultation to exchange ideas on EG career opportunities within CFS. Further, the working group would be comprised of senior management representatives and representatives of the EG group.

### **Employment Equity**

The Department provided a slide deck with respect to Employment Equity; i.e., “*Update on Key Employment Equity Data and Gaps as of September 30, 2009*”, a copy of which is attached.

Should you have any questions concerning the above, please do not hesitate to communicate with the national office.

Yours fraternally,

William Pynn,  
National President,  
Union of Environment Workers.