

Canadian Forest Service (CFS)
Labour-Management Consultation Committee (LMCC) Minutes
September 20, 2010, from 1:30 pm to 3:30 pm

CHAIR

Jim Farrell, Assistant Deputy Minister, CFS

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

Adam Beaudoin, Corporate Labour Relations

Daniel Daoust, Corporate Labour Relations

Michelle Kavanagh, Acting Manager, SSO-HR

Valérie Garneau, HR Advisor, SSO-HR

Bargaining Agents MEMBERSHIP

William Pynn, President, UEW-STE

Manon Désormeaux, UEW-STE

Barry Wheeler, Lead PIPSC Sector Steward for CFS

Absent

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

Roy Prokopuk, National Consultation Team President for PIPSC

Allan Howatson, NRCan CAPE Local

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Item	Subject	Decision/Action
1.	<p>1.1 Welcome and Check-In Jim Farrell welcomed participants and the meeting started at 1:45 pm.</p> <p>1.2 Review and Approval of Agenda</p> <p>1.3 Review of action items from previous meeting</p> <p>Action # 5 - Distribution of the electronic employment equity deck – was provided by HR Staffing.</p> <p>Action #6 - EG career progression – to be discussed during the meeting.</p> <p>Action #8 - Distribution of employee list – UEW-STE inquired why employee lists are not provided locally by HR. J. Farrell offered to follow up with his Regional DGs to ensure that the nationally provided information is packaged for distribution to local bargaining agents.</p> <p>Action #9 - Follow up on including the bargaining agents in employee orientation session – A. Beaudoin mentioned that it was still under discussion and that it will be brought up at the Departmental LMCC. UEW-STE inquired about the employees in the regions and D. Daoust added that the orientation will be NCR-based but will be broadcast to the regions.</p> <p>The minutes were approved.</p>	<p>Agenda approved.</p> <p>Action: J.Farrell will discuss with his RDGs distribution of employee lists to local bargaining agents.</p>

<p>2.</p>	<p>EG Career Progression (CFS – Follow up from previous meeting)</p> <p>J. Farrell shared analysis of the change in the number of EGs in CFS over the last 10 years, noting that while the EG population has decreased over that period, it has remained fairly consistent with the overall CFS population. EG positions in CFS decreased by 20% in the last ten years while the overall population of CFS decreased by 17%. It was noted that the number of EG-06 positions in the Pacific Forestry Centre has decreased, while the number at the Laurentian Forestry Centre has increased.</p> <p>UEW-STE raised concerns regarding the career progression of the EG population and the ability to move from an EG-02 to an EG-06, acknowledging that while some would debate whether this was due to the implementation of broad-banded work descriptions, that issue is now closed.</p> <p>J. Farrell suggested that a co-management group be struck to collectively analyze the EG career progression issue with a view to better defining the problem and bringing it back to LMCC.</p>	<p>Action: J. Hollington to follow up with UEW-STE regarding the establishment of a co-management group to analyze the EG career progression issue.</p>
<p>3.</p>	<p>CFS Renewal</p> <p>3.1 – CFS & NRCan Renewal</p> <p>J. Farrell reported on renewal activities launched by the Deputy Minister, and highlighted one engagement initiative in CFS, namely a DG-RES forum that was set up in April.</p> <p>3.2 – CFS Recruitment Plan Update</p> <p>J. Farrell shared information on planning staffing that that 66% of the 70 positions to be filled are in the scientific and professional category. He noted that CFS is reinvesting in its core mandate of science.</p> <p>3.3 – S&T Investments, Accelerated Infrastructure Program, Knowledge Retention</p> <p>J. Farrell noted significant investments being made in 2009-10 and 2010-11 in S&T equipment and vehicles (\$4.3 million), the Invasive Species Centre in Sault</p>	

	Ste. Marie (\$9M) and deferred maintenance (\$20M).	
4.	<p>Round Table</p> <p>J. Hollington mentioned that the Great Lakes Forestry Centre and the Bargaining Agents have developed a team charter and code of behaviour.</p> <p>The next CFS LMCC is scheduled for April 12, 2011.</p>	Action: HR to confirm the exact time of the next CFS LMCC meeting.
5.	<p>Next Meeting</p> <p>M. Kavanagh – confirm that the next meeting is schedule for April 12, 2011. Time proposed: 1:30 pm to 3:30 pm.</p> <p>The meeting was adjourned at 2:30 pm.</p>	

Jim Farrell
Chair

William Pynn
Co-Chair