

Natural Resources Canada (NRCan)
Departmental Labour-Management Consultation Committee (LMCC) Minutes
November 24, 2009, from 2:00 p.m. to 4:00 p.m.

CO-CHAIRS

Cassie J. Doyle, Co-Chair, Deputy Minister, NRCan
Claudia Thompson, Chair, National President, NRU, PSAC

NRCan MEMBERSHIP

Bill Merklinger, Assistant Deputy Minister, CMSS
Phillip Jennings, Assistant Deputy Minister, MMPO
Mark Corey, Assistant Deputy Minister, ESS
Geoff Munro, Assistant Deputy Minister, IETS and Chief Scientist
Stephen Lucas, Assistant Deputy Minister, MMS and SPI
Jim Farrell, Assistant Deputy Minister, CFS
Francine Girard-Griffith, Assistant Deputy Minister, PAPMS
Monique Paquin, Director General, HRSMB
Marc Grenier, Senior Director, HRPPD, HRSMB
Nathalie Leblanc, Manager, LRVEU, HRSMB
Brian Sacho, A/Director, HRSS, SSO

Bargaining Agents: MEMBERSHIP

Roy Prokopuk, President, Labour-Management Consultation Team, PIPSC
Carol Fairbrother, President, NRCan CAPE Local
Michael Martin, Assistant to the National President, NRU, PSAC
Marie-Claude Chapman, Labour Relations Officer, NRU, PSAC
Daryl Hoelke, Executive Assistant to the National President, UEW, PSAC
Manon Desormeaux, Service Officer, UEW, PSAC
John Leduc, Vice-President, ACFO

Observers

Louise Delorme, Director, Human Resources Transition, MMS
Lorraine Young, Labour Relations Officer, PIPSC
Angelo Mangatal, Branch President, PIPSC

Absent

Malcolm Brown, Associate Deputy Minister, NRCan
Bertrand Myre, Labour Relations Officer, CAPE
Grant Boland, Associate Labour Relations Advisor, ACFO

Recording Secretary

Denise Goyer, Labour Relations Coordinator, LRVEU, HRSMB

ACRONYMS and ABBREVIATIONS

ACFO	Association of Canadian Financial Officers
CAPE	Canadian Association of Professional Employees
CFS	Canadian Forest Service
CMSS	Corporate Management and Services Sector
DM	Deputy Minister
DMC	Departmental Management Committee
DMCC	Departmental Management Coordination Committee
ESS	Earth Sciences Sector
HRPPD	Human Resources Policies and Programs Division
HRSMB	Human Resources and Security Management Branch
HRSS	Human Resources Services and Systems
IETS	Innovation and Energy Technology Sector
LRVEU	Labour Relations, Values and Ethics Unit
MMS	Minerals and Metals Sector
MPMO	Major Projects Management Office
NRU	Natural Resources Union
OEE	Office of Energy Efficiency
PAPMS	Public Affairs and Portfolio Management Sector
PIPSC	Professional Institute of the Public Service of Canada
PSAC	Public Service Alliance of Canada
SPI	Science Policy Integration Sector
SSO	Shared Services Office
TBS	Treasury Board Secretariat
UEW	Union of Environment Workers

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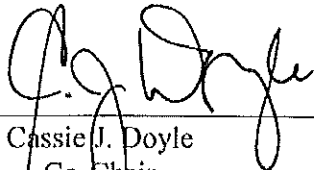
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Item	Subject	Decision/Action
1.	<p>Welcome Participants and Approval of Agenda</p> <p>The Co-Chairs, C. Doyle and C. Thompson opened the meeting at 2:05 p.m. PIPSC indicated that it wished to add agenda items under Other Business.</p>	<p><i>Agenda adopted as tabled</i></p>
2.	<p>Minutes and Follow-Ups</p> <p>The May 12, 2009, LMCC minutes were tabled. Follow-up items from the previous meeting on today's agenda include:</p> <ul style="list-style-type: none"> • Use of Temporary Agency Personnel • Terms of Reference • Public Service Employee Survey (PSES) • Federal Public Sector Code of Conduct • NRCan Strategic Review • Use of Actings and Non-Advertised Processes. 	
3.	<p>Terms of Reference and New Proposed Format for the Minutes</p> <p>Consultation meetings on this issue were held with bargaining agents. PIPSC raised concerns about the process to establish the agenda items, including distribution of the agenda in a timely fashion. ACFO proposed modifications for the Terms of Reference.</p>	<p><i>Agreement to have the minutes abbreviated.</i></p> <p><i>HRSMB to meet with bargaining agents regarding inclusion of the requested modifications from ACFO.</i></p>
4.	<p>Integrated Business Planning</p> <p>PIPSC requested an update. Stephen Lucas reported that the Integrated Business Plan for 2010-13 was launched in October 2009. The DMCC will provide feedback on the plan on a regular basis and</p>	<p><i>Information to be provided to bargaining agents in late February or early March.</i></p>


	consultations with bargaining agents will continue. Approval by DMC is scheduled for late February.	
5.	<p>Public Service Employee Survey (PSES)</p> <p>PSAC-UEW asked about the action the department will undertake to address the PSES results. Monique Paquin and Geoff Munro presented current activities and next steps regarding the five (5) PSES key areas. Roy Prokopuk asked if this will affect resources for training/conferencing. Geoff and Bill Merklinger indicated that there is no cap on training. Rather, the Government of Canada cap is on travel, hospitality and conference fees. A meeting will be scheduled with the bargaining agents regarding PSES 2008 recommendations for action.</p>	<i>Consultation meeting with bargaining agents in December 2009.</i>
6.	<p>Use of Temporary Agency Personnel</p> <p>Marc Grenier reported on the number of temporary agency personnel employed by NRCan. A 46 percent decline in such usage has been noticed since 2007-08. UEW encourages the department to staff positions as indeterminate as opposed to filling positions by using temporary help or term hiring.</p>	<i>To continue to inform the bargaining agents.</i>
7.	<p>Federal Public Sector Code of Conduct (FPSCC)</p> <p>Jim Farrell provided a detailed outline of the draft FPSCC. A consultation meeting occurred in early May with senior scientists in the organization. The intent was to provide feedback to TBS through the scientific lens of NRCan. The Code will be tabled in both Houses in early Spring. NRCan will develop its own Code and consultations with various stakeholders will be undertaken.</p> <p>TBS has drafted the Policy on Conflict of Interest and Post-Employment which will be annexed to the FPSCC. It will come into force together with the FPSCC. A meeting with bargaining agents is being scheduled for early January.</p>	<p><i>Consultations with bargaining agents will be in the 2010 summer.</i></p> <p><i>Consultation with the bargaining agents early in the new year.</i></p>

<p>8.</p>	<p>Other Business</p> <p>Items from a. to d. were submitted by PIPSC</p> <p>a. Cost Recovery - Update PIPSC wished to be provided with an update on this item. Geoff Munro indicated that the results are available on the Wiki and that we are working on the basis of sound financial management principles.</p>	
	<p>b. Union Recognition PIPSC presented the following items to increase union membership awareness:</p> <ul style="list-style-type: none"> - hand out orientation packages to new employees; - have a "union day" twice a year to promote who they are; - letter of recognition; follow-up e-mail to all staff from DM; - follow-up e-mail from ADMs regarding recent LMCC activities, and use of e-bulletin boards including The Source. <p>Cassie Doyle indicated that these are useful items that could be discussed at the next Labour Relations Symposium.</p>	<p><i>Bargaining agents are to meet and collaborate in order to establish items for the next Labour Relations Symposium.</i></p>
	<p>c. 360° Appraisal To supplement the 2010 PSES.</p> <p>The Deputy Minister indicated that NRCan is fully supportive of the 2010 PSES exercise and results, including appropriate follow up action, but without using 360° appraisals.</p>	
	<p>d. Internal Job Bank PIPSC asked if NRCan intended to implement a standardized format/look across all sectors using OEE pilot for guidance that staff can consult to apply for competitions. Management indicated this was an interesting model that could be examined.</p>	<p><i>Management will examine this proposal.</i></p>

	<p>Next Meeting</p> <p>Claudia Thompson indicated that the next meeting will be held in May 2010 and that members will be contacted to establish a date.</p>	<p><i>To establish a date for the next LMCC in May 2010.</i></p>
	<p>Tour de Table</p> <p>Claudia asked members if they had additional items to address. No other items were submitted.</p> <p>Meeting was adjourned at 3:10 p.m.</p>	



Cassie J. Doyle
Co-Chair



Claudia Thompson
Chair