

**Natural Resources Canada (NRCan)**  
**Departmental Labour-Management Consultation Committee (LMCC) Minutes**  
**June 3, 2010, from 10:00 a.m. to 12:00 p.m., Room 16A5**

**CO-CHAIRS**

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

**NRCan MEMBERSHIP**

Bill Merklinger, Assistant Deputy Minister, CMSS  
Malcolm Brown, Associate Deputy Minister, NRCan  
Phillip Jennings, Assistant Deputy Minister, MPMO  
Mark Corey, Assistant Deputy Minister, ES  
David Boerner, A/Assistant Deputy Minister, ESS  
Geoff Munro, Assistant Deputy Minister, IETS and Chief Scientist  
Stephen Lucas, Assistant Deputy Minister, SPI  
Anil Arora, Assistant Deputy Minister, MMS  
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  
Darryl Pickering, Associate Director, HRSS, SSO

**Bargaining Agents MEMBERSHIP**

Roy Prokopuk, President, Labour-Management Consultation Team, PIPSC  
Karyn Ladurantaye, Employment Relations Officer, PIPSC  
Al Howatson, President, NRCan CAPE Local 520  
Carol Fairbrother, Director, NRCan CAPE Local 520  
Luc Gervais, Labour Relations Officer, CAPE  
Marie-Claude Chapman, Assistant to the President, NRU, PSAC  
Daryl Hoelke, Executive Assistant to the National President, UEW, PSAC  
Manon Desormeaux, Service Officer, UEW, PSAC  
Sylvain Lapierre, Departmental Representative, ACFO

**Observer**

Angelo Mangatal, Branch President, PIPSC

**Absent**

Ming Mei Pan, Departmental Representative, ACFO  
Marie-Pierre Jackson, Director, HRSS, SSO

**Recording Secretary**

Denise Goyer, Labour Relations Coordinator, LRVEU, HRSMB

## ACRONYMS and ABBREVIATIONS

ACFO	Association of Canadian Financial Officers
BAs	Bargaining Agents
CAPE	Canadian Association of Professional Employees
CFS	Canadian Forest Service
CMSS	Corporate Management and Services Sector
CoI	Conflict of Interest
DM	Deputy Minister
EE	Employment Equity
ES	Energy Sector
ESS	Earth Sciences Sector
EVAP	Employee Voluntary Assistance Program
G&Cs	Grants and Contributions
HRSDC	Human Resources and Skills Development Canada
HRPPD	Human Resources Policies and Programs Division
HR SMB	Human Resources and Security Management Branch
HRSS	Human Resources Services and Systems
IBP	Integrated Business Planning
IETS	Innovation and Energy Technology Sector
LMCC	Labour-Management Consultation Committee
LRVEU	Labour Relations, Values and Ethics Unit
MMS	Minerals and Metals Sector
MPMO	Major Projects Management Office
NRU	Natural Resources Union
OAG	Office of the Auditor General
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
THS	Temporary Help Services
ToR	Terms of Reference
UEW	Union of Environment Workers

**Natural Resources Canada (NRCan)  
Department Labour-Management Consultation Committee (LMCC) Minutes**

**June 3, 2010, from 10:00 a.m. to 12:00 p.m.**

<b>Item</b>	<b>Subject</b>	<b>Decision/Action</b>
<b>1.</b>	<p><b>Welcome Participants and Approval of Agenda</b></p> <p>The Co-Chairs, C. Doyle and C. Thompson opened the meeting at 10:05 p.m. UEW and PIPSC indicated that they wished to add agenda items under Other Business. The Bargaining Agents requested that the following four (4) items be removed from the agenda, and requested to have the information forwarded to them.</p> <p>Tab 4 Strategic Review            Tab 9 Expense Management Tool and Travel Conference Planning            Tab 10 e-Payment – Update on Implementation            Tab 11 FELIX/SAP</p>	<p><i>Agenda was modified to indicate removal of items 4, 9, 11 and 10 and to forward information to BAs. Three (3) items were added to the agenda.</i></p> <ol style="list-style-type: none"> <li><i>1. Consultation with BAs</i></li> <li><i>2. Code of Conduct &amp; Conflict of Interest as it relates to OAG audit on Gs &amp; Cs</i></li> <li><i>3. Employee Voluntary Assistance Programs and Statistics</i></li> </ol>
<b>2.</b>	<p><b>Minutes and Follow-Ups</b></p> <p>The November 24, 2009, LMCC minutes were tabled. PIPSC requested that the January 2010 original text for items 8. a) and b) be re-inserted.</p> <p>Item 3: Terms of Reference (ToR) – HRSMB will conduct a consultation meeting with the BAs to discuss the addition of ACFO’s proposed language, other issues and finalize the Terms.</p> <p>Item 4: Integrated Business Planning – Department recently completed the IBP and will distribute the document to BAs before it is officially launched to employees and BAs. PIPSC would like to receive a progress report. NRCan will provide when available.</p> <p>Item 5: Federal Budget            Item 6: Use of Temporary Agency Personnel            Item 7: Update on Employment Equity Representation at NRCan.</p>	<p><i>Re-insert original text and send amended version to BAs for their approval.</i></p> <p><i>This will be on the Agenda of a dedicated consultation meeting to be scheduled by HRSMB to finalize the ToR.</i></p> <p><i>The IBP was distributed to all BAs on June 7, 2010</i></p> <p><i>Consultation on these items with BAs will continue.</i></p>

	Item 8 b.: Union Recognition – The DM suggested that management and BAs meet regarding this issue.	<i>This will be on the Agenda of a dedicated consultation meeting to be scheduled by HRSMB.</i>
<b>4.</b>	<b>Strategic Review – Update</b>	<i>Removed from the agenda.</i>
<b>5.</b>	<b>Federal Budget 2010</b>  PIPSC expressed concerns regarding the impact the budget will have on employees as outlined in NRCan’s 2010/11 Report on Plans & Priorities. The DM confirmed that overall NRCan is well positioned for the future and that department’s programs are aligned with government priorities. She also indicated the department has a good track record in managing staff even if the strategic investments change.	
<b>6.</b>	<b>Use of Temporary Agency Personnel</b>  Marc Grenier reported that NRCan’s usage of Temporary Help Services (THS) increased in 2009-10 and that this was primarily caused by a surge in special project work related to the implementation of the government-wide economic action plan. Computer science and audit resources accounted for the greatest number of THS call-ups. He also confirmed the department’s goal remains to reduce THS usage in favour of greater indeterminate hiring. UEW re-emphasized that hiring and staffing in indeterminate positions is key or the Department should consider term employment as opposed to temporary help.	<i>Ongoing monitoring will continue.</i>
<b>7.</b>	<b>Update on Employment Equity Representation at NRCan</b>  Marc Grenier provided an update on the representation of EE groups in NRCan, based on the latest available statistics as of March 31, 2010. NRCan’s representation levels for all EE groups exceed workforce availability for each of the groups. Progress has been achieved over the last years in reducing some key occupational gaps. Daryl Hoelke	<i>Ongoing monitoring will continue.</i>

	asked when the next EE workforce availability statistics would be available. Anil Arora confirmed that as these statistics are linked to the Census they will follow the next census scheduled for 2011. The calculation of EE representation data for Canada will require analysis and collaboration between Statistics Canada, HRSDC and Labour Canada.	
<b>8.</b>	<p><b>Parking Update</b></p> <p>Kevin Montgomery updated the members on the impact of the remediation work on parking. The work in the North West Quadrant parking lot is on schedule. It is not anticipated that any more employees will lose their parking. NRCan will continue to meet its 'duty to accommodate' persons with disabilities through the provision of 'handicapped parking'. NRCan will ensure that parking is being charged to its employees at market value in locations where market rate can be established. It has been decided that the contracting out of parking will take effect on April 1, 2011 (once majority of the remediation work has been completed at the Booth Street Complex). Employees will be advised three (3) months in advance of the transition. Employees with parking at the time of the transition will retain their parking. Parking fees will not be subject to change when the transition occurs. UEW expressed concerns with regards to Duty to Accommodate; i.e., that payment of parking could introduce another barrier to the employees. The department advised that employees with disabilities are paying parking fees; however, they are provided with prime location.</p>	
<b>9.</b>	<b>Expense Management Tools and Travel Conference Planning</b>	<i>Removed from Agenda.</i>
<b>10.</b>	<b>e-Payment – Update on Implementation</b>	<i>Removed from Agenda.</i>
<b>11.</b>	<b>FELIX</b>	<i>Removed from Agenda.</i>
<b>12.</b>	<b>Other Business</b>	
	<b>Consultation with Bargaining Agents</b>	

	<p>UEW, on behalf of all BAs expressed concerns regarding the fact that the labour-management relationship has changed over the last few years in that the consultation process was more information oriented and the need for more meaningful consultations. The BAs feel they provide input that never seems to be reflected in the final documentation. Cassie Doyle confirmed her commitment to have meaningful consultations with the BAs. It was also noted that requests to use facilities or the use of NRCan emails are refused. They would also like to use the WIKI and put tables in the link. The DM indicated her support that the BAs should be able to communicate with their members. In addition, regarding the requirement for Human Resources to review email messages prior to distribution, she indicated that there should not be this restriction. She reiterated her commitment to maintain a healthy relationship between BAs and management and the fact that we all need to work in a collaborative fashion. The BAs also mentioned a concern regarding the dissemination of information down to line managers.</p>	<p><i>This will be on the Agenda of a dedicated consultation meeting to be scheduled by HRSMB.</i></p>
	<p>PIPSC indicated that the BAs are interested in having a symposium in 2011. The DM indicated that it should be in Ottawa and has asked Bill Merklinger to take the lead.</p>	<p><i>A consultation meeting will be scheduled to discuss the topics proposed by the BAs for the symposium.</i></p>
	<p><b>Conflict of Interest and Risk Assessment – Grants and Contributions</b></p> <p>PIPSC indicated that they are concerned with the Checklist which has been developed to address CoI. Their concerns rest with the way the questions are formulated in that they feel some are outside the norm and others inappropriate. The DM requested that there be a dedicated discussion on this issue and has asked Geoff Munro and Bill Merklinger to convene a meeting.</p>	<p><i>This will be on the Agenda of a dedicated consultation meeting to be scheduled by HRSMB.</i></p>
	<p><b>Employee Voluntary Assistance Program</b></p> <p>PIPSC mentioned EVAP statistics have increased. He enquired as to when the 2009-10 report will be presented; will there be wellness training to</p>	<p><i>HRSMB to convene a meeting with BAs.</i></p>

<p>employees and who will be leading this issue? Marc Grenier indicated that the report is being prepared and will be distributed. EVAP awareness sessions are planned.</p>	
<p><b>Next Meeting</b></p> <p>Cassie Doyle is proposing the next meeting be held on November 16, 2010, and that PSAC-UEW will chair the meeting. UEW will advise on the availability of the UEW-STE President. If not available, HRSMB will engage in obtaining dates and will consult with committee members on their availability. Al Howatson requested that BAs receive the agenda one (1) month prior to the meeting. The DM agreed to two (2) weeks before the meeting.</p> <p>PIPSC requested that the sector LMCCs be conducted one (1) month prior to the national LMCC. The committee members agreed.</p>	<p><i>Follow up with UEW's availability for the November 16, 2010, meeting.</i></p>

Meeting was adjourned at 12:05 p.m.

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Cassie J. Doyle  
Chair

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Claudia Thompson  
Co-Chair