

Fisheries and Oceans Canada
NATIONAL UNION MANAGEMENT CONSULTATION COMMITTEE

May 10, 2018
12:00 p.m. to 4:00 p.m. (EST)

Ottawa, Ontario
(Deputy Minister's Boardroom, 200 Kent Street)

MINUTES AND ACTION ITEMS

AGENDA ITEM 1: Opening Remarks and Review of Agenda

Kevin Stringer, Associate Deputy Minister

The Associate Deputy Minister opened the meeting and communicated the Deputy Minister's regrets that she was unable to attend.

The Associate Deputy Minister reminded everyone that the overall objective of the meeting is to promote discussions on the agenda items and to encourage productive dialogue that addresses workplace issues in an atmosphere of mutual respect and trust. As such, during this time of change and growth for the Department, he indicated that it is essential that union representatives, managers and employees keep working together on challenges and to continue to nurture positive and productive relationships.

He stated that Budget 2018 means investments for the Department to continue carrying out its work in the Coast Guard, the Oceans Protection Program (OPP), Science, Real Property, Conservation and Protection, and Indigenous Affairs programs, to name a few. This will result in promotional opportunities for employees as well as the hiring of new talent to develop the next generation of employees within the Department.

The Associate Deputy Minister introduced Mario Pelletier as the new lead for the OPP, in addition to his role as Deputy Commissioner, Operations, for the Coast Guard.

Changes to the senior management team and the implementation of the Pay Stabilization Team were highlighted. In addition, the Associate Deputy Minister congratulated Greg Phillips on his election as National President of the Canadian Association of Professional Employees (CAPE).

The Union of Health and Environment Workers (UHEW) requested that a discussion on Internet access on Coast Guard vessels be added to the agenda. UHEW also requested that Fear of Reprisal be added as a standing item on the NUMCC agenda.

The Canadian Merchant Service Guild (CMSG) requested that Phishing be added as a discussion item.

The next meeting will be held on Thursday, November 22, 2018, with Wednesday December 12, 2018, as an alternative date.

AGENDA ITEM 2: Review of Minutes and Follow-up Items from the November 27, 2017, NUMCC Meeting

Dominic Laporte, ADM, Human Resources and Corporate Services

The Assistant Deputy Minister, Human Resources and Corporate Services (ADM, HRCS) provided updates on the following:

- The Department will ensure to secure two dates when scheduling the next Fisheries and Oceans Canada (DFO) Labour Management Symposium and committed to ensuring more interactive items for discussion.
- Overview of the growth in the Department as a result of investments in the OPP. This item was discussed in more detail as item 6 of this meeting.
- The Department continues to look at the feasibility of conducting audits on employees' pay files.
- The Department is making progress in the hiring of new staff to ensure the DFO Security Program meets its commitments.
 - The Departmental Security Officer (DSO) confirmed the Investigation Framework will be sent to all Bargaining Agents the week of May 14, 2018.
 - UHEW requested that a meeting be held between the DSO and bargaining agents to have a fulsome discussion instead. The ADM, HRCS committed to providing the bargaining agents with a copy of the Framework and that a follow up meeting would be scheduled.

Actions Required:

- DSO to send the Investigation Framework to the bargaining agents and follow up with a meeting with the bargaining agents.

OPI: Departmental Security Officer

AGENDA ITEM 3a: Respect in the Workplace

*Philippe Morel, ADM, Aquatic Ecosystems,
Patrick Vincent, RDG, Quebec Region, and
Terry Fleet, National Consultation Representative, PIPSC*

Terry Fleet, Professional Institute of the Public Service of Canada (PIPSC), was introduced as the new union co-chair for the Respectful Workplace Committee.

The ADM, Aquatic Ecosystems outlined three initiatives of the Committee:

- An on-going enhanced dialogue on Respect within the Department;
- The Respect Day for 2018 is tentatively scheduled for November 28, 2018 (to continue with the tradition of the third last day of the month);
- Improvements made to the website:
 - A blog from the new liaison agent for Respect
 - Highlights on new initiatives.

Terry Fleet stated that the Department has come a long way and all regions have now implemented a committee on Respect.

The Regional Director General, Québec Region, departmental co-champion of the Respect in the Workplace Committee, communicated that the Department has made great progress on how the Committee is engaging regions and sectors. The Department currently has 70 Respect Ambassadors who help managers with Respect in the Workplace. These ambassadors are an important part of ensuring the Committee and the Department continue the momentum. The dialogue on Respect is ongoing within the Department, in all regions and on vessels.

Todd Panas (UHEW) informed the participants that he will be taking a step back from the Committee as he has taken more of a front line role with other departments with a view to achieving the same level of engagement as seen at Environment and Climate Change Canada (ECCC) and DFO. He will continue to participate, but at a distance. He stated that he is proud of the work completed and that other departments need to achieve similar successes to DFO's.

The Associate Deputy Minister concluded the discussion on Respect by stating that we have gone beyond talking about Respect to doing something about it, including behavioural and cultural change. There is still a lot of progress to be made. Discussions should continue at the Executive Table and we need to see improvement in Public Service Employee Survey (PSES) results.

Actions Required:

- Creation of a UMCC Workplace Wellness Committee. The approach will focus on three pillars:
 - Respectful
 - Healthy
 - Inclusive

OPI: Co-Champion, Respect in the Workplace Committee, and Workplace Well-Being

AGENDA ITEM 3b: Workplace Wellness Comprehensive Strategy

Philippe Morel, ADM, Aquatic Ecosystems

The ADM, Aquatic Ecosystems opened up a discussion on Workplace Well-Being and the Positive Space Initiative. The Department has implemented various well-being programs, services and initiatives in the workplace. There is an opportunity to measure the progress made and to review the Department's current approach and identify areas for improvement. The approach to Workplace Wellness will not change; however, the Department will look at better integrating Mental Health, Diversity and Inclusion, among others, into the process.

PIPSC stated it supported this initiative and would like to see a structure similar to the NUMCC. It encouraged a holistic open conversation on the various topics of Workplace Wellness.

ADDITIONAL AGENDA ITEM: Fear of Reprisal

Todd Panas, Union of Health and Environment Workers

UHEW informed the participants that in travels across the country, a common theme has emerged:

- Employees do not bring issues to their supervisors or managers for fear of reprisal.

UHEW stated that there is a low PSES participation rate and this may be in part due to the fear of reprisal. He would like to see the Department address the issue of fear of reprisal with the following five items:

- An email from the Deputy Minister to all employees on the subject of fear of reprisal;
- Undertake a new initiative on Fear of Reprisal under the Respectful Workplace Committee;
- Launch a promotional campaign to which UHEW has committed to help fund;
- Improve the Performance Management Agreement (PMA) program to include 360 Feedback and more fulsome discussion; and,
- The development of a departmental survey on Harassment, Violence in the Workplace and Fear of Reprisal.

The Association of Canadian Financial Officers (ACFO) stated that there is definitely a fear of reprisal. Individuals do not want to give their name or Department they are employed at for fear that their concerns will get back to their Department. The main issue is that individuals are not aware of the success stories and they fear the worse. He stated that there is a need to empower employees to speak up as it will make for a better workplace.

The Commissioner shared that he recently met with young people who were asking about his career and he realized that fear had played a bigger role in his career than he thought. He stated that he would lend his voice to the five items requested by UHEW. He communicated that the messaging to employees will require various mediums given different work environments (sea going, fishery officers, remote locations, etc).

All conveyed that individuals should be able to express themselves more informally as opposed to immediately accessing the formal route of complaints and grievances. The Associate Deputy Minister echoed the Commissioner's support, stated there is a need to hear more about this topic. The fact that it is being discussed indicates that the Respect Initiative is working. He asked that the Respectful Workplace Committee look at forming a sub-committee on Fear of Reprisal. This topic will become a standing item to the Agenda as a sub-category to the Respect in the Workplace standing item.

Actions Required:

- Implementation of a Respect in the Workplace sub-committee on Fear of Reprisal
- Add Fear of Reprisal as a sub-category of the Respect in the Workplace item on future NUMCC agendas.

OPI: Workplace Well-Being and Labour Relations Centre of Expertise

AGENDA ITEM 4: Harassment Complaint Process

*Dominic Laporte, ADM, Human Resources and Corporate Services, and
Shauna Guillemin, Director, Workplace Well-Being*

PIPSC stated that the current process is not working the way it is intended, and in some instances, the process has caused more injury than the trigger for the complaint. All need to collaboratively reflect on how the process is working and where improvements are required. UHEW proposed to work with the Department to review the process and identify solutions. It stated that it is not acceptable that it takes

months for the Department to confirm if a complaint meets the definition of harassment. Some employees have experienced mental health issues due to the length of the processes.

The Director, Workplace Well-Being, agreed that the current process is lengthy and not without its flaws and she is open to having a conversation with bargaining agents. She stated that Bill C-65 will provide for a better integration of Violence in the Workplace (under the Canada Labour Code) and Harassment. This will result in a more streamlined process and provide more flexibility in how the various processes are managed.

UHEW thanked the ADM, HRCS for the work currently being completed, but voiced concerns that many employees do not file complaints because they are afraid this may impact the results of their PMAs. UHEW stated that interviews should be conducted in a neutral place and witnesses should not feel harassed or threatened after being interviewed. Employees need to be informed that they are not putting themselves at risk by participating in a complaint process.

PIPSC would like the Department to conduct an internal survey on Harassment to help identify the underlying issues and to look at encouraging a more open dialogue between employees and management. PIPSC stated that bringing the union in on the conversation from the outset may help get to the root of the cause sooner and result in situations being resolved outside of the formal process.

UHEW communicated that management must take Violence in the Workplace seriously whether it is a formal or informal complaint. It should not fall on deaf ears and should be addressed immediately. He requested that the Department be more pro-active in acknowledging Harassment and Violence in the Workplace complaints and ensure it follows up on progress of both types of complaints.

The DSO stated that clear timelines for Harassment and Security complaints are included in the Investigation Framework. As Violence in the Workplace falls under a different piece of legislation, the timelines are not included in the Framework. The DSO committed to preparing a document and sharing it with the participants.

The unions requested more involvement in the choice of investigators when impartiality is raised by the employee or the union. The ADM, HRCS committed to a discussion with bargaining agents and the development of a list of investigators approved by both bargaining agents and management.

The Associate Deputy Minister requested that a Joint Sub-Committee on Harassment be established to address the concerns brought forth during the discussion on this item.

Actions Required:

- Implementation of a Joint Sub-Committee on the Prevention of Harassment.
- It is recommended that the Sub-Committee on Fear of Reprisal and Sub-Committee on the Prevention of Harassment be combined as one sub-committee.

OPI: Workplace Well-Being and Labour Relations Centre of Expertise

AGENDA ITEM 5: Statistics

Dominic Laporte, ADM, Human Resources and Corporate Services, and Shauna Guillemin, Director, Workplace Well-Being

The Director, Workplace Well-Being provided an overview of Harassment complaints within the Department.

The CMSG questioned the increase of 19 complaints in the Coast Guard Atlantic Region. It was confirmed that the complaints stem from two employees, one who has filed 15 complaints and the other who has filed four complaints.

There was discussion on the need to look at harassment complaints and see how many are received, meet the criteria, are investigated and ultimately founded to get to the crux of the issues with harassment.

UHEW advised that Bill C-65 will strengthen the Violence in the Workplace process. Given that UHEW feels the current harassment and grievance process is not working, Violence in the Workplace complaints will be the preferred recourse method for UHEW.

AGENDA ITEM 6: Oceans Protection Program

Dominic Laporte, ADM, Human Resources and Corporate Services

The ADM, HRCS provided an overview of regional breakdown with respect to the Oceans Protection Program.

The Department has staffed close to 800 positions in the past year. In order to manage this growth, the Department hired casual and term employees. It is anticipated that many of the current casual and term employees will roll into indeterminate positions. The synergy between classification, staffing, security and onboarding helped the Department reduce the length of time to complete a staffing process by 57 days.

UHEW stated that it is excited about the Oceans Protection Program and the employment opportunities associated with it. It was very happy that unions were included as part of the recent onboarding of new employees at the Freshwater Institute in Winnipeg. It is hoping to see unions continuing to be invited to these types of events in the future.

PIPSC requested clarification on the staffing of the 800 position and onboarding and asked if current employees were also being considered for new positions. It was confirmed that new positions are being staffed internally and externally.

UHEW stated that the process to staff OPP related positions was rushed and many current employees were not aware of the internal process and had to apply to the external processes. Some seasoned employees were screened out and since informal discussion is not part of an external process, these employees were not given the opportunity for an informal discussion. Unifor and PIPSC echoed this concern.

PIPSC informed the participants that with the new clause on Contracting Out in the Computer Science (CS) collective agreement, employees in the CS group are taking this clause seriously and are examining all contracts that are handed externally. PIPSC is considering filing *Public Service Labour Relations Act (PSLRA)* Section 19 complaints on contracts that are being handed externally.

The Associate Deputy Minister agreed there were some challenges with the requirement to staff a large number of positions within a short period of time. With Budget 2018 providing more opportunities for growth within the Department, it will look at lessons learned prior to launching another important recruitment campaign.

AGENDA ITEM 7: Mental Health Strategy

*Dominic Laporte, ADM, Human Resources and Corporate Services, and
Shauna Guillemin, Director, Workplace Well-Being*

The Director, Workplace Well-Being provided an update on the Mental Health Strategy:

- Committee members are meeting on a monthly basis;
- The Committee is working on the analysis of the third report on Mental Health;
- The Department has seen an increase in training, awareness and grassroots initiatives;
- There have been sessions on building resiliency.

UHEW stated that it feels that most departments are struggling with mental health committees and are not making the headway they should. It wants to see more progress with exit interviews (i.e. why are people leaving?) and mental health peer support programs. It feels there are great conversations, but results are limited.

The Associate Deputy Minister stated that the Department has completed a number of initiatives related to Mental Health and provided examples of these deliverables:

- The Regional Director General for the Gulf Region stated that the Region has implemented an aggressive training package for all staff. Over 95% of employees have participated in the training and it has been well received;
- In the Gulf Region, Fishery Officers have taken on additional training related to mental health and First Nations;
- The Regional Director General for the Pacific Region stated that the Region takes this training seriously and has implemented the WOW Initiative where two Executives and a “Mental Health Manager” travel from office to office speaking to employees, getting their feedback and bringing back lessons learned;
- The Regional Director General for the Maritimes Region stated that the Region has done a tremendous amount of work in the past year. The initiatives have included training, activities in the workplace, and the “I am not myself today” campaign;
- The Director General, Conservation and Protection, confirmed that 100% of Fisheries Officers are taking the Road to Mental Health training (RCMP program).

UHEW stated it remains disappointed with the progress made. The Department must put emphasis on encouraging management to have difficult conversations, obtain a better understanding of the triggers and confirm if real progress is being made. The Associate Deputy Minister agreed there is still much progress to be made and committed to continued efforts from the Department.

AGENDA ITEM 8: TC Collective Agreement – Appendix K

*Sylvie Lapointe, Assistant Deputy Minister, Fisheries and Harbour Management, and
Todd Panas, National President, UHEW*

UHEW stated there is currently an impasse with regards to paying of the Transfer at Sea Allowance to Fishery Officers. The Department has said that it has no issues paying the allowances; however, Fishery Officers still have not received this entitlement.

UHEW further stated that, contrary to what is being communicated by Management, the Allowance was not added in the collective agreement at the end of the collective bargaining process and Management was not blind-sided by this. Previously, Fishery Officers were not entitled to the allowance and the last round of collective bargaining opened up the allowance to all employees of the TC collective agreement. Ratification of the collective agreement was in June 2017 and the Department has been seeking clarification from Treasury Board Secretariat (TBS) since then. UHEW feels the lack of payment is a stalling tactic from the Department.

The Assistant Deputy Minister, Fisheries and Harbour Management communicated that the Transfer at Sea allowance for Fishery Officers did come as a surprise to Management as the Department had members at the table who were never consulted. While the language of the collective agreement appeared to be straightforward, the terms used in the Appendix have no standard accepted definitions. A series of management-union meetings to elaborate a common interpretation was not successful as the proposed interpretations from the union and management sides were too divergent. The Department has sought assistance from TBS for clarification of the language; however, TBS has advised it will not provide clarification or interpretation. The Department continues to seek assistance from other programs that have been users of the Appendix in the past; however, the allowance has been infrequent with other programs.

UHEW stated that it sees two options to resolving the issue.

- Jointly communicate with TBS to request assistance with the interpretation;
- Employees will continue to grieve and if denied, the grievances will be referred to adjudication.

UHEW shared that morale of the Fishery Officer cadre is low and the union is considering filing a Policy Grievance. It is disappointed that it may come to this; however, the Policy Grievance option will have a faster outcome than the adjudication option. The union would like to see the Department develop a formula based on the departmental interpretation and present an interim proposal.

AGENDA ITEM 9: Fishery Officer Classification

*Darren Goetze, Director General, Conservation and Protection, and
Todd Panas, National President, UHEW*

UHEW stated that, regarding the classification of Fishery Officers, striking a committee and doing another consultation will only delay the process. At ECCC, Environment Officers are at the GT-05 level and at DFO, they are at the GT-04 level. UHEW would like the Department to speak with ECCC and follow its model. The union also stated it has concerns with the length of the Fishery Officer Career Progression Program (FOCPP).

The Director General, Conservation and Protection confirmed his agreement that the working level for Fishery Officers should be at the GT-05 level. He has met with the Director, Organization and

Classification Centre of Expertise (OCCOE) to discuss. He also stated that the Department is considering eliminating the GT-02 entry level and shortening the program. Recruits would start at the GT-03 level and graduate at the GT-05 level.

The Department is also working with ECCC to look at a new classification for Environment and Fishery Officers. Both departments are in agreement that a new Enforcement Officer classification group should be established. The Department will continue to work with ECCC to ensure progression on this file.

AGENDA ITEM 10: Pay Stabilization Team

Dominic Laporte, Assistant Deputy Minister, Human Resources and Corporate Services, and Sylvie Jalbert, Senior Director, Pay Stabilization Team

The Senior Director, Pay Stabilization Team introduced an overview of the structure that will be implemented. The Team will be comprised of employees of the Coast Guard and DFO and will be divided into two directorates:

- Strategy: Review of pay files, training tool for managers, analysis of root causes and solutions, develop processes.
- Pay Support: Front line service to employees, a new single email address, escalation officers.

There is still an important backlog at the Pay Centre which is largely due to collective agreements implementation of pay increases and new allowances. The Team is diligently working with Public Service Procurement Canada (PSPC) to find solutions.

The Department will be centralizing the Trusted Source responsibility to this team. It will ensure consistency in the processing of Pay Action Requests (PAR) to the Pay Center and reduce delays in PARs being actioned.

The Department has paid out six million dollars in Priority Payments. At the front end, it is not a good news story, though it demonstrates that the Department is pro-active in addressing pay issues.

Overall, the unions communicated that their members feel they are not a priority as some have been waiting 18 months for a response, some feel they are lost in the system, are told overtime is not meant to be resolved via a priority payment, and there is no automatic cash out of days in lieu or compensatory time.

The ADM, HRCS communicated that the implementation of this new team will help resolve the concerns raised by the unions. Employees working on these files will be located in various regions.

The Associate Deputy Minister communicated that the Department is seen as a leader with respect to addressing Phoenix related issues and thanked everyone for the active participation in this discussion. He encouraged continued communication between all parties, outside of the NUMCC forum.

Actions Required:

- The Senior Director, Pay Stabilization Team, to hold a teleconference with the unions to discuss ongoing issues and progress of the Phoenix file.

OPI: Pay Stabilization Team

AGENDA ITEM 11: Employee Onboarding - Update

Dominic Laporte, ADM, Human Resources and Corporate Services, and Margie Picillo, Senior Director, Talent, Planning and Executive Resourcing

By mutual agreement, this item was removed as a discussion item from the Agenda.

AGENDA ITEM 12: Public Service Employee Survey

Dominic Laporte, ADM, Human Resources and Corporate Services, and Shauna Guillemain, Director, Workplace Well-Being

The Director, Workplace Well-Being provided a brief update on the Public Service Employee Survey (PSES) results. The Department has received two waves of results: Departmental and Regional.

The Department remains behind compared to the rest of the Public Service and the participation rate remains low. The Department did show favorable improvement with regards to Senior Management Leadership.

The Associate Deputy Minister recommended that a PSES working group be established to further delve into the low participation rate within the Department. The results show that the Department is an employer of choice; however, they also demonstrate that employees are feeling increased stress, pressure and may be burning out. The results have improved over the last three years but they are not where they should be. Improvements are needed with respect to harassment, mental health and respect.

Actions Required:

- Establish a PSES working group (including union representation) to study the reason for the low participation rate and delve into the results on harassment, mental health and respect.

OPI: Workplace Well-Being

AGENDA ITEM 13: Performance Management

Dominic Laporte, ADM, Human Resources and Corporate Services, and Margie Picillo, Senior Director, Talent, Planning and Executive Resourcing

The Senior Director, Talent, Planning and Executive Resourcing provided an update on PMAs. The Department is below the results of the Core Public Administration (CPA); however, improvements are being noticed. The new PMA year has been launched and managers should start having conversations about objectives with all employees.

The Associate Deputy Minister indicated that the Department needs to work with managers to improve the PMA process, increase the conversations and communication with employees, be pro-active and need to continue to differentiate between PMA and discipline.

PIPSC stated that there is marginal improvement and would like to see more improvement, especially with middle managers. Productive conversation and communication should be encouraged. The union also communicated that managers are having difficulties cross referencing departmental and sectorial objectives into objectives for their respective teams. The Associate Deputy Minister echoed this and advised managers are not well equipped to have difficult conversations and don't understand the importance of the PMA process.

The ADM, HRCS shared that the Department needs to rethink its PMA process and how outreach to managers and employees is conducted. The Department needs to ensure that managers are equipped with the tools to develop and identify objectives, provided with training at the onset and have a better understanding of the difference between PMA and discipline.

The Associate Deputy Minister advised that Regional Directors General, Assistant Deputy Ministers and Directors General should be reviewing all PMAs to ensure consistency with their respective organizations. A conversation should be held with any manager that is not addressing PMAs correctly and pro-actively.

AGENDA ITEM 14: Social Media

*Dominic Laporte, ADM, Human Resources and Corporate Services, and
Shauna Guillemin, Director, Workplace Well-Being*

UHEW stated that there are instances where employees have posted on social media which resulted in them being brought in to be investigated by Labour Relations. According to the Union, most departments take a warning approach while DFO seems to take a punitive approach to postings on social media. It feels that managers should speak with the employees involved instead of immediately going to a fact-finding exercise and possible discipline. UHEW would like the Department to provide training to Labour Relations Advisors and managers on social media and rights of employees.

The Associate Deputy Minister agreed that social media is a growing area and this growth highlights a need to provide more guidance to employees and managers. The development of a departmental policy is not the answer, rather more training is what he envisions as the Department must work on striking the right balance.

UHEW recommended including the use of social media as part of the Onboarding process.

ADDITIONAL AGENDA ITEM REQUESTED BY CMSG: Phishing

Joy Thomson, National Secretary Treasurer, Canadian Merchant Service Guild

CMSG advised that some Coast Guard employees are receiving phishing emails from the Department's IT sector. Employees are feeling harassed by these emails and feel it is an attempt by the Department to lure them into trying to do something that is against policy. CMSG also advised that with limited connectivity on the vessels, these phishing emails take away from important departmental and operational emails and

add unnecessary data to an already slow system. CMSG would like its members removed from the distribution list and find an alternate means of educating its' members.

The Chief Information Officer shared that all departments are using these types of emails in an effort to raise awareness around the concerns related to cyber security. This exercise was completed as a form of training for employees and the Department will be reviewing the practice to confirm its effectiveness.

CMSG advised that new employees are not aware of this exercise and are concerned of repercussions if they inadvertently open these emails. There is a fear of reprimand. The Commissioner confirmed that there are no consequences to opening up these emails and this exercise was never meant to be punitive.

The Associate Deputy Minister indicated that cyber security is a growing issue and the Department needs to find a way to best work with it. The Department will reflect on the current practice, look at other available tools, update its messaging to current and new employees and reflect on how it can strike the right balance.

Actions Required:

- The Chief Information Officer to make a presentation on Cyber Security for the November 22, 2018 NUMCC meeting.

OPI: Chief Information Officer

ADDITIONAL AGENDA ITEM REQUESTED BY UHEW: Connectivity Issues on Vessels

Todd Panas, National President, UHEW

UHEW voiced concerns regarding connectivity of its members when onboard Coast Guard vessels as they do not have the same access as Coast Guard employees.

The Commissioner stated that recent issues aboard a Coast Guard vessel were due to technical issues and with limited access while at sea, connectivity will remain an issue. He informed the participants that Coast Guard sea-going personnel share the allotted megabytes and he is of the opinion that employees who occasionally spend time at sea should not have the same access as those who are permanent sea-going personnel. The Department is looking at increasing connectivity; however, the priority will be connectivity related to Phoenix issues.

AGENDA ITEM 15: Round Table and Closing Remarks

Kevin Stringer, Associate Deputy Minister

CMSG requested that the next NUMCC meeting start earlier to ensure meaningful conversation on the items put forth. The Associate Deputy Minister agreed, though he advised that the time difference between the east and the west coasts makes the timing of the meeting challenging. It was agreed that the meeting will start at 11:00 am going forward. He also proposed that unions and management be strategic about the items that are proposed for the agenda to ensure the time is used efficiently.

The Associate Deputy Minister confirmed that going forward, two dates will be identified for the NUMCC meeting to ensure maximum participation. The next meeting is scheduled to be held on Thursday, November 22, 2018, with Wednesday December 12, 2018, as an alternative date.

Actions Required:

- Change the NUMCC start time to 11:00am
- Identify an alternate date and forward information to participants.

OPI: Labour Relations Centre of Expertise

Approved by:



Catherine Blewett
Deputy Minister

JUL 09 2018

Fisheries and Oceans Canada Representatives:

Kevin Stringer	Associate Deputy Minister
Jeffery Hutchinson	Commissioner — Canadian Coast Guard
Mario Pelletier	Deputy Commissioner — Operations, Canadian Coast Guard
Andy Smith	Deputy Commissioner — Strategy and Shipbuilding, Canadian Coast Guard
Philippe Morel	Assistant Deputy Minister, Aquatic Ecosystems
Sylvie Lapointe	Assistant Deputy Minister, Fisheries and Harbour Management
Dominic Laporte	Assistant Deputy Minister, Human Resources and Corporate Services
Jen O'Donoghue	Chief Financial Officer
Hachem Ben Essalah	Chief Information Officer
Anne Lamar	Senior Assistant Deputy Minister, Strategic Policy
Louise Laverdure	A/Director General, Ecosystems and Oceans Science (for Arran McPherson, A/Assistant Deputy Minister, Ecosystems and Oceans Science)
Marian Hubley	Director General, Communications
Nicole Primeau	Chief Audit Executive, Internal Audit
Rebecca Reid	Regional Director General, Pacific Region
Patrick Vincent	Regional Director General, Quebec Region
Michelle Bielik	Associate Regional Director General, Central and Arctic Region (for Scott Gilbert, A/Regional Director General, Central and Arctic Region)
Mary-Ellen Valkenier	Regional Director General, Maritimes Region
Serge Doucet	Regional Director General, Gulf Region
Jacqueline Perry	A/Regional Director General, Newfoundland and Labrador Region
Julie Gascon	Assistant Commissioner, Central & Arctic Region, Canadian Coast Guard
Roger Girouard	Assistant Commissioner, Western Region, Canadian Coast Guard
Wade Spurrel	Assistant Commissioner, Atlantic Region, Canadian Coast Guard
Shauna Guillemain	Director, Workplace Well-Being
Margie Picillo	Senior Director, Talent, Planning and Executive Resourcing
Sylvie Jalbert	Senior Director, Pay Stabilization Team
Dima Salamé	Manager, Labour Relations Centre of Expertise (for Caroline Douglas, Director, Labour Relations Centre of Expertise)
Marie-Claude Asselin	A/Manager, Labour Relations Centre of Expertise

NOT IN ATTENDANCE

Catherine Blewett	Deputy Minister
Stephen Sharzer	Senior General Counsel, Legal Services
Tom Balfour	Director General, Human Resources

National Union Representatives:

Todd Panas	National President, Union of Health and Environment Workers
Marc Blanchard	Regional Vice President – Scotia-Fundy Region, Union of Health and Environment Workers
Richard May	Regional Vice President – BC/Yukon, Union of Health and Environment Workers
Terry Fleet	Representative, National Consultation Team, Professional Institute of the Public Service of Canada
Sarah Godwin	Professional Institute of the Public Service of Canada
Joy Thomson	National Secretariat treasure, Canadian Merchant Service Guild
Jessica Guitard	Labour Relations Officer, Canadian Association of Professional Employees
Allan Hugues	President, Unifor – Local 2182
Doug Pittman	Assistant Business Manager, International Brotherhood of Electrical Workers
Dany Richard	Representative, Association of Canadian Financial Officers

NOT IN ATTENDANCE

Dave Clark	National President, Union of Canadian Transportation Employees
-------------------	--