

Fisheries and Oceans Canada
NATIONAL UNION MANAGEMENT CONSULTATION COMMITTEE
(NUMCC)

June 20, 2019
11:00 a.m. to 4:00 p.m. (EST)

Ottawa, Ontario
(David Balfour Conference Room, 200 Kent Street)

MINUTES AND ACTION ITEMS

AGENDA ITEM 1: Opening Remarks and Review of Agenda

Timothy Sargent, Deputy Minister, Employer Co-Chair

Judith Leblanc, President, National Consultation Team at the Professional Institute of the Public Service of Canada (PIPSC), Bargaining Agent Co-Chair

The Deputy Minister (DM) opened the meeting and welcomed the participants. He welcomed Judith Leblanc, President, National Consultation Team at the Professional Institute of the Public Service of Canada (PIPSC), as the NUMCC Bargaining Agent Co-Chair and thanked her for accepting this important role.

In his opening remarks, the DM provided an overview of the changes and initiatives that have occurred since he joined the Department in February 2019. He also highlighted the changes to the senior management team and the bargaining agent side since the last National Union Management Consultation Committee (NUMCC) in November 2018.

Before turning it over to Judith Leblanc, NUMCC Co-Chair, the DM welcomed this opportunity to further build on the positive working relationship between management and the unions and reiterated his commitment to participate in meaningful discussions.

Ms. Leblanc was pleased to accept this position as the first time co-chair to this meeting and happy to represent her bargaining agent colleagues. She added that we are here to work together to make our workplace healthy and respectful. Consultation committees are the right forum for us to improve the lives of our members and colleagues.

Ms. Leblanc added that although management and the union can have different opinions at times, she believes that we can have respectful conversations. She underlined that consultation should happen all year long.

Ms. Leblanc read a “consultation” definition from the PIPSC guide:

Union-management consultation (UMC), sometimes also called labour-management consultation (LMC), is a forum where issues can be discussed in an effort to develop and maintain sound and harmonious union/management relations. Through communication and sustained dialogue between management and bargaining agents, consultation can contribute to the enhancement of the relationships between the parties. It is a means of seeking and exchanging information, advice and opinions between management and unions. It provides an informal yet official channel of

communications between management and unions in which matters of concern can be freely discussed and in which mutually acceptable solutions may be reached. Consultation is essential in building relationships; it is an on-going process not limited to formal meetings between the parties.

Mr. Sargent then encouraged a round table of the participants to introduce themselves.

The meeting participants reviewed the Agenda and Todd Panas, National President, Union of Health and Environment Workers (UHEW) said that he wished to remove the internet connectivity issue from the agenda and replace it with a discussion about Labour Relations (LR) and union partnerships.

AGENDA ITEM 2 (STANDING ITEM): Review of Minutes and Follow-up Items from the May 10, 2018, NUMCC Meeting

Tom Balfour, A/Assistant Deputy Minister, Human Resources and Corporate Services (HRCS)

Tom Balfour, A/Assistant Deputy Minister, Human Resources and Corporate Services, reviewed the minutes from the November 22, 2018, NUMCC and provided updates on the action items. No action items from the previous meeting remained outstanding. Todd Panas, UHEW, mentioned that on the last page of the previous meeting's minutes where it states that he said "improves the life of every individual in the Department", it should rather have stated "improved the *quality* of life of every individual in the Department".

AGENDA ITEM 3: NUMCC Terms of Reference (TOR)

Jennifer Cruickshank, Director, Labour Relations Centre of Expertise (LRCOE)

Jennifer Cruickshank, Director, LRCOE, explained that further to a commitment at the last meeting, we committed to reviewing the TOR. The co-chairs, Mr. Sargent and Ms. Leblanc, signed the TOR.

Ms. Cruickshank stated that the final TOR will be posted on the Labour Relations Centre of Expertise's (LRCOE) intranet website. Mr. Panas, UHEW, complimented everyone who worked on the review of the TOR and said that they are great because they are simple and not too long.

AGENDA ITEM 4 (STANDING ITEM): Respect in the Workplace

Philippe Morel, ADM, Aquatic Ecosystems and Departmental Co-Champion, Respect Initiative

Patrick Vincent, RDG, Quebec Region and Departmental Co-Champion, Respect Initiative

Terry Fleet, Vice-President, National Consultation Team, PIPSC

Terry Fleet, Vice-President, National Consultation Team, PIPSC, highlighted the successes over the last six months: a national respect in the workplace day with lots of participation, review of the mission and priority to be given to targeting middle-managers for the Dialogues on respect and reaching more Coast Guard sea-going personnel. The 1st Global Wellness Committee meeting occurred on February 28, 2019, and the fear of reprisals campaign and integration of the various wellness initiatives were discussed. The Respect Liaison and Coordination Officer (RLCO) released the 1st annual report called "A Single Step". On May 6, the DM announced changes in the Champions roles; Philippe Morel will be involved as the Champion for Diversity, Inclusion and Multiculturalism while Patrick Vincent will continue as Respect Champion. In addition, two new co-champions were nominated, Andy Smith and Gary Ivany. For the 2019 approach strategy, three main streams have been identified: Promoting Regional Activities &

Strength Capacity; Celebrating National Respect Day; and Encouraging and Supporting the Dialogue on Respect at all levels of the organization

The next steps are:

- Promoting the special Dialogues on respect Newsletter and using it to engage managers and employees;
- Establishing the direction and sharing the vision of the new Champions of respect;
- Exploring with HR the respect in the workplace criteria for the PMAs of executives; and,
- Participating in the reinforcement of the capacity to address the needs for a better wellbeing initiatives integration.

Ms. Leblanc underlined the importance of this initiative and that we must continue to support it. She thanked Mr. Fleet for all of his work on the initiative.

Mr. Sargent said that it's incredible that this started as a buzz word and promotional pens. Then the idea took some structure and organization and is not just as a concept or buzz word anymore. The initiative changed what is acceptable in the workplace and the dialogue has made a significant difference. Mr. Sargent underlined the great work from Terry Fleet, Philippe Morel and Ronald Thériault.

Mr. Panas, UHEW, said that the concept evolved into a great idea with other departments now getting onboard. Environment and Change Canada pitched an ombudsman bureau which will have a multi million dollar budget. Mr. Panas says that they have removed the term "conflict" from the respect initiative. He says they are hoping that more departments join in the initiative. Mr. Panas expressed that his dream is that we have not only a *national* respect day but a *world* respect day. He says that respect starts in the mirror and that a lot of people still don't understand what respect is and highlighted the need for a cultural change. Mr. Panas said that he's starting to see a shift in the right direction and that he's hopeful we'll get there. Mr. Panas feels like we need to do a better job on prevention.

AGENDA ITEM 5: Talent, Planning & Executive Resourcing (TPER)

Margie Picillo, Senior Director, Talent, Planning and Executive Resourcing (TPER)

Judith Leblanc, President, National Consultation Team at PIPSC

Jennifer Cruickshank, Director, LRCOE

a) Performance Management

Margie Picillo, Senior Director, TPER, said that they have delivered many information session in the regions, including the NCR, about performance management. From the Public Service Performance Management (PSPM) Application they track completion rates for beginning of year, mid-year and year-end discussions and provide regular updates to senior management to encourage a high level of participation. TPER provided 65 performance management presentations across the country.

Ms. Picillo explained that as of May 15, 2019, DFO's year-end completion rate was at 68% (*excluding Coast Guard seagoing personnel and BC Hatchery and Stock Assessment employees who report offline*), below the core public administration at 72%. They have noticed some progress for the seagoing personnel in completion rates.

Ms. Picillo added that Level 1 Performance Management Review Panel discussions are still ongoing. 2018-19 year-end Performance Management Summary Dashboard on completion rates and ratings along with detailed reports

were provided to Departmental Management Committee members and distributed to regions/sectors for these discussions. Through these exercises, they're collecting the leadership development candidates for the Canada School of Public Service programs (Manager Development Program and Aspiring Directors Program) by the end of June, 2019.

Ms. Judith Leblanc reminded that the most important element is that the conversations with the employees occur.

Nicolas Brunette-D'Souza, Departmental Representative, Association of Canadian Financial Officers (ACFO), reinforced the importance of not rushing the performance assessments for the purpose of increasing the statistics and meeting completion goals as the quality of the assessments goes down in these cases.

Mr. Panas, UHEW, stated that many DFO employees are still not having face to face discussions with their managers. Upward feedback and choice of appropriate words is important. Mr. Panas suggests that managers need to put their employees in a place of trust. Mr. Panas advises that DFO leaders need to push their managers to get the assessments done to 100%.

Mr. Sargent stated that he agreed with all of these points. He underlined the importance of giving honest feedback. He explained that performance management should be a two-way conversation and that he does this with his direct reports. Mr. Sargent stated that we need to ensure that this is being done and that we need to work on changing the culture and reinforcing the importance of timely feedback.

b) Federal Public Sector Labour Relations and Employment Board's decision on TBS' Directive on Performance Management: culpable behaviour and withholding of pay increments.

Ms. Judith Leblanc outlined the two policy grievances brought by the PIPSC to the Federal Public Service Labour Relations and Employment Board (FPSLREB) which held that the employer cannot address disciplinable (i.e. culpable) behaviours via the performance management, but rather must address them through the disciplinary process to ensure collective agreement rights are respected. She further explained that the Board also held that the employer is not entitled to withhold pay increments for most employees covered by PIPSC collective agreements.

Ms. Leblanc mentions that she is not sure if TBS informed the departments of this decision and the implications. She repeats that this is important for PIPSC because their members must have the right to be represented if subject to discipline.

Ms. Jennifer Cruickshank, LRCOE stated that the Office of the Chief Human Resources Officer (OCHRO) has amended the draft Policy on People Management (currently in the approval process) to no longer include reference to the withholding of pay increments. OCHRO is also in the process of removing references to withholding pay increments from guidance documents and information on employee performance management. OCHRO has also communicated with the implicated departmental groups and committees to inform them of the decision and the steps taken to implement the decision (Labour Relations Council and the Performance and Talent Management Advisors Network). Ms. Cruickshank assured the unions that once we receive additional guidance on this topic, we will communicate it. She further committed to providing interim communications and will consult with PIPSC in next few weeks.

Ms. Cruickshank noted that the PSAC also filed a similar policy grievance, but that the LRCOE is still waiting for direction from TBS.

Ms. Picillo indicated that she is not sure that the withholding of increments has ever happened in our Department. Mr. Sargent directed everyone to make sure that this decision is taken into consideration.

Actions required:

- Interim communication
- Consultation with union
- Communication on next steps

OPI: LRCOE

AGENDA ITEM 6: Accessibility Strategy for the Public Service

Tom Balfour, A/Assistant Deputy Minister, HRCS

Margie Picillo, Senior Director, TPER

Ms. Margie Picillo provided an update on the Accessibility Strategy for the Public Service. She said that the *Accessible Canada Act* has been approved by Parliament and is expected to receive royal assent in July 2019. Regulations will be developed in coming years. The bill will be measuring results against 6 components: Employment; Information and communication technologies; Procurement of goods and services; Program and service delivery; Transportation; and the built environment.

Ms. Picillo explained that they have begun to consult internally with various stakeholders to identify different initiatives that would fall under the Diversity and Inclusion Framework, eventually through a Departmental Accessibility Action Plan. They will be consulting with the Departmental network for persons with disabilities and working with our Champion to help develop departmental strategies. They are trying to identify, remove and prevent barriers for persons with disabilities in our workplace that will measure results against the six components on which the Department will have to report. This work will forge the establishment of a multi-year Departmental Action Plan on Accessibility.

Mr. Sargent added that this item is to get people's ideas on how to be more accessible. There is not a one size fits all solution for people with disabilities. We need different solutions. We're looking for people's ideas.

AGENDA ITEM 7: Workplace Well-Being – Harassment

Tom Balfour, A/Assistant Deputy Minister, HRCS

Mathieu Giroux, Director, Workplace Well-Being

a) Global Wellness Committee

Mr. Tom Balfour, Director General, Human Resources noted that as per the last meeting's action items, we regrouped all of the Workplace Well-Being items under a single block on the agenda.

Mr. Panas, UHEW expressed that the name for the "Global Wellness Committee" should change to "Global Leadership Committee" and feels that this is misleading their members. Wellness should go to Occupational Health and Safety (OHS). Mathieu Giroux, Director, Workplace Well-Being said that this committee met twice since the last NUMCC. He mentioned that the first idea was to find a way to try and

bring all the different movements together. The committee talked about increasing the memberships and including representation from the BA group. Mr. Giroux explained that the champions of respect provided them with an update about what their vision was and discussed accessibility strategies. There were also discussions about the mental health strategy which has been brought to senior management for review and will be presented to the unions next week at the consultation committee. They also talked about the Public Service Employee Survey (PSES) results, the upcoming survey and the ombudsman. Mr. Giroux highlighted that it is a nice venue for different topics to be discussed and to ensure consistency outside of the NUMCC table.

b) Harassment / Violence in the Workplace

Mr. Panas, UHEW, explained that there are serious cases across the country. He expressed that he feels that with Bill-65, it will be a huge challenge in terms of costs in order to reach conciliation. He believes it will be difficult to meet the timelines in the new bill and that it's not clear how the Department will deal with anonymous complaints. Mr. Panas said that we should not wait for the amendments and that we need to act quicker. Next June, these amendments will be in law and we need a true joint committee. Mr. Panas expressed an interest to partner with the employer, especially with the early resolution. Mr. Panas says he wants to ensure his members are safe. Often, these situations can be resolved with a written apology but it's almost impossible to obtain. Anonymous complaints is another protection for employees to get the employer to assess a workplace without going through the process themselves. Mr. Panas confirmed that they will be insisting for 3rd party investigations but that the Department will need to convince them that internal investigators are trustworthy. He feels that this will start by establishing a joint committee and if we can implement some of the amendments now, that would be ideal.

Ms. Judith Leblanc, PIPSC expressed her concerns about employees that are reporting allegations to their managers but nothing is done to address them. She explained that if someone takes the courage to say something, but the person listening doesn't do anything, you lose confidence in the system. The PSES echoes this. People are leaving because of lack of trust in management.

Mr. Panas reminded everyone that the annual reporting will now be a requirement under the law. UHEW will be asking for these reports to see which sectors require further attention. Training is only one of the many available options to address prevention.

Mr. Sargent agreed that dealing early with the problem is important. Mr. Panas reiterated the importance of departmental readiness and that the unions should be consulted throughout the process. Mr. Terry Fleet, PIPSC, suggested that there could be a policy like the Apology Act wherein employees can apologize for honest mistakes and suggests that this would take care of a lot of issues. Mr. Panas requests that the union is involved earlier in the process as their goal is to resolve the issues and work together to fix them.

c) Ombudsman, Bill C-65 and Update on Labour Code

Mathieu Giroux, Director, Workplace Well-Being (WWB), explained that the DM approved the creation of an Ombudsman's Office on March 29, 2019. This office will be responsible for Values and Ethics, Internal Disclosure of Wrongdoing, and Respect. They are currently creating the office structure and working on obtaining resources for this office. The launch is expected for September 2019.

Mr. Panas, UHEW, suggested to consult with Health Canada for the Terms of Reference. He said that if the ombudsman's office wants to be successful, they will need to be neutral.

d) Fear of Reprisal

Please refer to Agenda Item 7 b) Harassment / Violence in the Workplace

e) Mental Health Strategy – Joint Committee

Mathieu Giroux, Director, WWB, explained that in support of the Clerk's reports on mental health, DFO developed a national mental health strategy. It is based on the Federal Public Service Mental Health Strategy pillars: changing the culture, building capacity, and measuring progress. It has identified five key objectives: training, peer support, safe workspaces, communications and website support. Mr. Giroux announced that they will be presenting the strategy to the Mental Health Consultative Committee next week (week of June 24, 2019) and subsequently will be sent to DM for final approval.

Mr. Panas, UHEW, suggested that when the employer elects people as champions, the unions should be vetting the choice. The DM committed to review speaking with the unions should they have concerns about the choice of champion.

f) Public Service Employee Survey

Mathieu Giroux, Director, WWB, said that the upcoming survey will be from July 22 to August 30, 2019, earlier than normal due to the elections in the fall. The PSES 2017 action plan is shared and posted on the website. Last year's results are also posted on the website. The PSES action plan is being reviewed in light of the 2018 results. There are a lot of initiatives by different sections. Mr. Giroux hopes to be able to present something to the Department over the summer.

g) Pulse Surveys

Mr. Panas, UHEW, explained that 5-6 years ago, they tried to get a "pulse survey" because the PSES results were taking too long. Mr. Panas says he's aware that employees are undergoing survey fatigue, but believes that his members would like to have pulse surveys if they are done jointly with management and if they are short and sweet. Mr. Panas would like to see approved snapshot joint questions (10 questions) to complement the PSES to get an idea of our employee's wellness. Mr. Panas added that the PSES is not really anonymous. He explained that sometimes with the questions, you are able to pin point who said what. He feels like the pulse surveys would give another venue to employees to have a voice.

Mr. Sargent responded that the annual PSES is taken very seriously. He added that anything the employer can do to better understand the situation is welcomed. Mr. Sargent invited Mr. Panas to discuss this issue further offline.

h) Workplace Wellness Project

No items for discussion.

AGENDA ITEM 8: Cannabis update

Sylvie Lapointe, Assistant Deputy Minister, Fisheries and Harbour Management
Mario Pelletier, Deputy Commissioner, Operations, Canadian Coast Guard
Tom Balfour, A/Assistant Deputy Minister, HRCS

Sylvie Lapointe, Assistant Deputy Minister, Fisheries and Harbour Management stated that they want to amend the 28 day requirement. It will no longer apply to safety sensitive positions, however will continue to apply to Fishery Officers and the Cadets. She will invite a doctor from Health Canada to the committee on June 27, 2019, to talk about the effects of Cannabis.

Mario Pelletier, Deputy Commissioner, Operations, Canadian Coast Guard, said that the Canadian Coast Guard's Policy was focused on the Fleet group. He explained that since the legalization of cannabis the Coast Guard's position is that the current policy was still valid.

Mr. Panas, UHEW, expressed his unhappiness with the policy due to the inconsistency in the prohibition periods between the various departments. Mr. Panas explained that with Fishery Officers, the 28 day requirement doesn't allow them to consume cannabis at all. UHEW is asking the department to reconsider their position with a focus on impairment versus specific prohibition period and stated that proper consultation with the unions did not occur and reinforced that this matter is best discussed at the Health and Safety Committee.

Rae McCleave, UHEW National Director of Regulatory Enforcement, highlighted a lack of science data on cannabis and its effects and points out that our current policy does not distinguish between THC vs CBD. He suggests that employees may hesitate being prescribed cannabis for medical reasons which could impact their health. Mike Sargent, UCTE, also reiterated concerns with the variance on prohibition periods in the policies for the operational departments.

Timothy Sargent, DM, reiterated the importance of staying current on the science related to cannabis and maintaining open communication on this topic. He then reinforced that Fishery Officers are placed in stressful and dangerous situations and therefore caution is paramount.

AGENDA ITEM 9: Scientific Integrity

Judith Leblanc & Arran McPherson

Judith Leblanc and Arran McPherson provided an update on the Policy on Scientific Integrity. Judith Leblanc requested that the Policy also be available on the Department's intranet and not only on the Science Sector's intranet because it applies to all employees, regardless of classification or sector. Judith mentioned that the employees must be able to locate it easily.

AGENDA ITEM 10: Labour Relations (LR) interference

Todd Panas, National President, UHEW

Todd Panas, UHEW, stated that he feels LR should be there for employees too, not just for managers and that he would like to see LR being more preventative. Mr. Panas expressed concern that at times the LR group are involved in processes not within their area of responsibility (violence in the workplace).

Mr. Panas is working closely with Jennifer Cruickshank, Director of the Labour Relations Centre of Expertise, to build a good relationship and have more of a preventative approach.

Mr. Panas suggests that Labour Relations and the unions get together for an LR Summit. It would be great to have the bargaining agents in a room for a day to resolve issues at the earliest stage.

Mr. Panas asked the DM to invest in an LR/union retreat to talk about case law, solutions, etc.

The DM said that he likes the idea and thinks it's important to focus on prevention. The DM confirmed his support of the LR/Union retreat and turned to Ms. Cruickshank and Tom Balfour for their opinion, which they were both also in favour of the retreat.

Ms. Cruickshank explained that in the provision of their advice, the team is focussed on outcomes rather than processes. The LRCOE is promoting the importance of having frank discussions with the unions. She highlighted the importance of having honest and transparent collective solutions to suit all parties.

Actions required:

- Explore feasibility of LR/Union symposium.

OPI: LRCOE

AGENDA ITEM 11: Mixed Genders Cabin Sharing Aboard CCG Vessels

Joy Thompson, National Secretary Treasurer, Canadian Merchant Service Guild (CMSG)

Mario Pelletier, Deputy Commissioner, Operations, Canadian Coast Guard

Joy Thompson, CMSG, explained her concerns with two female officers having to share a cabin on a vessel with a male. Ms. Thompson says that the solution provided by management was not acceptable. Mario Pelletier, Deputy Commissioner, Operations, Canadian Coast Guard, responded that he just found out about this issue and will be looking into the specific incident. Mr. Pelletier has committed to look into this problem implement a solution.

Jeffrey Hutchinson, Commissioner, Canadian Coast Guard, suggests that this issue is a function of having more diversity in our groups. He ensures that the Coast Guard wants everyone to feel safe and are promoting diversity and inclusion. The DM said that this is not a small issue and committed to look into solutions to resolve the issue.

Actions required:

- Explore solutions to address cabin sharing.

OPI: D/Comm Operations, Coast Guard

AGENDA ITEM 12: Phoenix update

Sylvie Jalbert, Senior Director, HR-to-Pay Systems and Employee Support Directorate (HR2PSESD)

Sylvie Jalbert, Senior Director, HR2PSESD, said that the Department is going in the right direction. There were 57,000 open cases at the pay centre in July last year and we are now down to 38,000. Over 10,000 cases were resolved internally. The Pay Stabilization Team is working very hard with the POD to resolve more issues. They have requested access to Phoenix for 25 additional employees to assist our Pay Pod in

reducing the DFO / Coast Guard backlog at the Pay Centre which should occur by the end of June. In addition, since the centralization of the Trusted Source function within the Department, we have achieved our lowest rejection in Pay Actions Requests (PAR) to date, 2.3%, whereas the average for all departments served by the Pay Centre is 5.4%.

Ms. Jalbert outlined the various tools that were developed: a Pay Support LaunchPad on users' taskbars links employees and managers to tools and resources such as the HR-to-Pay Calendar, PAR Quick Reference Guide, Managers' Reference Guide, PAR form, and Pay Support GCpedia site. New tools have been added, such as the Employee Reference Guide and the Pay Stub Explainer. Other tools are being developed, such as short videos and WebEx training sessions.

Ms. Jalbert said that a Life Events Team has been launched to help employees with paperwork and providing other support for major life events such as maternity and paternity leave, leave with income averaging, long-term sick leave, retirement and deaths in service. Providing accurate advice to employees in this area will lead to improvements to accuracy and timeliness. Since January, they have helped over 410 employees.

Ms. Jalbert says that the Pay Team is also working in close collaboration with Staffing to improve timeliness of HR entry in PeopleSoft. Treasury Board will be tracking 11 indicators and is in the process of developing the indicator measures. In DFO, two dashboards have been developed and sent to ADMs/RDGs/ACs and DGs across the department on "new hire" and "students". This is part of a series of dashboards that will be presented regularly to provide intelligence on how we, as an organization, are progressing against the performance indicators. New dashboards will address term and long-term acting extensions. As a result of this first indicator, the Department has, since April 1, 2019, required that new employees receive their letters of offer 17 days before their start date.

DFO will continue to offer Priority Payments to employees experiencing financial hardship as a result of pay issues. The Department has provided \$8.5 million in priority payments and emergency salary advances to date.

We are working closely with PSPC to address specific coding issues that will make pay for seagoing personnel more accurate. Some coding fixes have been recently implemented, while others are in the final review phases. In all, there will be at least 15 code fixes to address pay for seagoing personnel. Several fixes for the GT community to stop erroneous transactions have occurred, and to align them with the business rules to allow for direct entry of allowances in Phoenix as opposed to submitting these transactions to the Pay Centre for manual intervention payment.

When the Fishery Officers experienced pay difficulties related to the Fishery Officer Allowance (Appendix Z), the Department took immediate action upon learning of this issue and worked with PSPC to address it as quickly as possible. The Pay Centre has confirmed that 85% of Fishery Officer allowances will be paid by the end of June and all officers should receive their allowance by the end of July.

Ms. Jalbert says that they are working with the Coast Guard communities and using *In The Loop* communications to reach out to as many people as possible.

Jeffrey Hutchinson says that they are were working on obtaining better data. He clarified that the number one cause of Phoenix issues is acting appointments and that we need to fix this problem. Mr. Hutchinson highlighted the importance of focusing on preventing pay issues to avoid creating more backlog.

Rae McCleave, UHEW, explained that people are afraid of requesting the priority payments because they'll need to pay those back and think it will cause more Phoenix issues.

Jen O'Donoghue clarified that the priority payments comes from the DFO finance hub.

Joy Thompson, CMSG, said that there is confusion between what is "emergency pay" vs "priority pay" even following the clarification message from *In The Loop*. People are afraid to retire because it might affect their pension calculations when there are ongoing Phoenix issues.

Ms. Jalbert said that the Pay Centre is now doing manual calculations for when people are near retirement.

AGENDA ITEM 13: Classification renewal

Tom Balfour, A/Assistant Deputy Minister, HRCS

Anne Casault, Senior Director, Organizational Design and Talent Acquisition Division (ODTA)

Ms. Anne Casault, Senior Director, ODTA, explained that in order to respond to new government initiatives over time, the Department has over-leveraged the use of double banking of positions and position-loaning, a practice that comprises several risks. Classification renewal is an initiative that aims to improve the health of the classification function in the Department by ensuring equal pay for equal work and that organizational structures are optimized.

The initiative is split into two major phases:

- 1) Phase I – Reconciling Position Information in PeopleSoft – will take approximately 1 year to complete; and,
- 2) Phase II – Organizational Re-design and Optimization. This means looking at the structure and making sure we're using the right job descriptions. It might have an impact on employees (positive or negative). Salary protections would be provided if applicable. This process will take time.

Sylvie Lapointe, ADM, Fisheries and Harbour Management, says that they signed a project charter to have this exercise completed in 15 months.

Todd Panas, UHEW, expressed that this is very important for UHEW members and is the union's next priority after Phoenix.

a) Fishery Officers classification

Ray McCleave, UHEW, says that they would like to have a plan with clear timelines to share with members. Mr. Panas requested a communiqué that they can share with the members. Ms. Lapointe agreed that they could work on a communicate for the unions.

Tim Sargent, DM, said that the most important thing is making sure that a thorough review is completed.

AGENDA ITEM 14: Organizational Re-Structures – Science

Todd Panas, National President, UHEW

Arran MacPherson, Assistant Deputy Minister, Ecosystems and Oceans Science

Todd Panas, UHEW, expressed concern with lack of consultation with the unions in regards to recent changes in Maritimes and requested additional information to share with his members. Mr. Panas requested earlier consultation in the process. He clarifies that if the employees have been consulted, then the union does not need to be consulted.

Aaron MacPherson acknowledged that she understands where Mr. Panas is coming from, but explained that Science experienced a lot of growth recently. She says that this issue was discussed at the RUMCC and LUMCC.

Alain Vézina, Regional Director, Maritimes Science Branch, explained that the new organizational structure has been in place since April 12, 2019. He says that the re-structure was done to solve classification problems. He says that they are open to discuss next steps. Mr. Vézina says that they now have the new organization structure and are dealing with Workplace Well-Being for the anxiety issues people are facing due to the change. Since the re-structure, they have meetings every week to discuss issues.

Round table

Todd Panas, UHEW, thanked the DM for a successful and productive first NUMCC. UHEW aims to resolve issues at the regional level but, when required, will bring them to the national level. He was pleased at the DM's commitment to the ensuring a healthy and respective workplace for DFO employees.

Mr. Sargent closed off the meeting by thanking the group for their discussions and reaffirmed the department's commitment to consultation.