

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

**December 8, 2021, 1:00 p.m. - 4:00 p.m. (EST)
MS Teams**

NUMCC MINUTES

1. Opening Remarks and Review of Agenda

Lawrence Hanson, Associate Deputy Minister and Judith Leblanc, President, Fisheries and Oceans Canada National Consultation Team (Professional Institute of the Public Service of Canada (PIPSC))

Presentation:

- Associate Deputy Minister's key opening remarks:
 - Welcomed all participants and introduced Judith Leblanc as the NUMCC Bargaining Agent co-chair;
 - Highlighted the vaccination policy that came into effect on October 6, 2021.
 - As a result of the increasing vaccination rates across the country and the easing of health and safety restrictions at federal workplaces, we can envision a safe implementation of the new hybrid work arrangements which will be determined through discussions between employee and manager using the departmentally-developed *Decision Map for Work Arrangements*. We hope that most employees will be in a position to implement their agreed hybrid work arrangements early in 2022;
 - Thanked the unions for their partnership and collaboration throughout the pandemic, especially through their participation in the biweekly COVID call;
 - His thoughts are with those whose homes and livelihoods are threatened by the recent flooding in British Columbia; and,
 - The Associate Deputy Minister also announced a number of changes to the Department's Senior Management Team.
- Co-Chair Judith Leblanc's key opening remarks:
 - Welcomed all participants, introduced her Bargaining Agent colleagues, and stated that it is a pleasure to act as co-chair once again;
 - Hopes that the situation will improve across the country with the increase in vaccination rates. It is worth recognizing how hard our members in essential positions have worked over the past twenty-two months without knowing the effects of COVID. Commended everyone who had to be on-site or working from home with children managing difficult situations throughout the pandemic;
 - Mentioned that the documents for this meeting need to be shared well in advance. She is disappointed that the documents were not received in a timely manner. If documents are not sent on time, it is difficult to prepare for meaningful discussions; and,
 - Disappointed that the Deputy Minister cannot attend this important meeting. We represent 14,000 employees and the head of the Department needs to hear what we have to say. Bargaining Agents will not be attending future meetings if this condition is not met.

Decision/Action:

- Labour Relations Centre of Expertise commit to sending NUMCC documents out in a timely manner to provide unions with sufficient time to prepare.

**2. Review of Minutes and Follow-up Items from the May 12, 2021, NUMCC Meeting
Dominic Laporte, Assistant Deputy Minister, Human Resources and Corporate
Services (HRCS)**

Presentation:

- There were five follow-up items from the previous NUMCC:
 1. Distribute message recognizing the importance of union duties via *In the Loop*
 - Message to be distributed as part of the Deputy Minister's Holiday Message in the coming weeks.
 2. Identify other indicators, aside from completion rate, to define a successful PMA.
 - The questions in the Public Service Employee Survey (PSES) "My Job" theme can serve to help tell the broader story of performance management beyond using completion rates. For example: "I have clear work objectives" / "I receive useful feedback from my immediate supervisor on my job performance".
 - In addition to quantitative data, qualitative data can be gathered in the form of what employees share with their managers in their regular bilat conversations. This ensures that the employee is not solely receiving feedback on their performance through the Performance Management Agreement (PMA).
 - TBS has been asked to identify other indicators, aside from completion rate, to define a successful PMA. We are currently still awaiting a response from TBS as their team have, at the moment, dedicated their resources towards GC-VATS.
 - In addition, the Department is creating a Performance and Talent Management Framework. The purpose of the Framework is to provide an integrated, departmental approach to performance and talent management.
 3. Develop a 'soft skills' training curriculum for members of the DFO/CCG management community and employees who are ready for management positions.
 - The Canada School of Public Service (CSPS) has the mandate to establish curricula for the Federal Public Service. The Department will be making use of the CSPS' leadership development curriculum to support the development of soft skills.
 - Our Management Response and Action Plan to the Ombudsman's 2019-2020 Annual Report proposed that the CSPS's leadership development programs (Supervisor Development Program and the Management Development Program) be completed within the first six months of the supervisor or manager's appointment.
 - The Manager Development Program has been offered to employees who are ready for management positions through the performance management discussion process. This learning opportunity has been expanded to invite employment equity seeking groups looking to move into management positions as well.

In addition, these four CSPS courses were recommended to be completed within the first six months of a supervisor or manager's appointment:

- *Developing Emotional Intelligence;*
- *Harassment and Violence Prevention;*
- *Confronting Workplace Conflict; and,*
- *Unconscious Bias.*

4. Develop and distribute, in collaboration with the Union of Health and Environmental Workers (UHEW), a communiqué outlining the Fishery Officer reclassification process to members.
 - DFO Conservation and Protection and UHEW discussed this item and determined that the communiqué was no longer necessary.
5. Provide employees with information on MS Teams etiquette.
 - The *Beyond COVID* Team has regularly distributed communiqués to employees with tips on working virtually, including etiquette and communication best practices.

Discussions:

- PIPSC would like the list of NUMCC attendees be included in future Minutes and requests that the Minutes be issued shortly after the meeting takes place.
- What kind of data is being gathered for PMA and what is it used for?
 - We don't record qualitative data, but have the quantitative data which is handled very seriously as we must respect privacy. In terms of qualitative data, focus is on the regular occurrence of conversations between manager and employee and making sure that it goes up through various levels. I encourage the use of the PSPM app to record conversations but, unfortunately, it is unable to record qualitative data.

Decision/Action:

- None taken at this time

3. DFO Priorities – Updates

Niall O'Dea, Senior Assistant Deputy Minister, Strategic Policy, Wes Shoemaker, Executive Head, Pacific Salmon Strategy Transformation, and Denise Frenette, Director General, Small Craft Harbours

Presentation:

Niall O'Dea provided an update on the Blue Economy Strategy (BES) and the Oceans Protection Plan (OPP) departmental initiatives, while Wes Shoemaker provided an update on the Pacific Salmon Strategy Initiative (PSSI), and Denise Frenette on Small Craft Harbours.

Blue Economy Strategy

- The BES is intended to be a comprehensive, whole-of-government strategy that will be critically important to ensure the health of our oceans and grow Canada's ocean sectors. BES is expected to set the Government's long-term vision to sustainably

develop and grow the Blue Economy, and establish a clear decision framework for guiding actions and investments and communicate the Government's ambition to Canadians, while advancing reconciliation and conservation objectives. In doing so, it would provide direction to coherently organize the oceans agenda across the Government, reconcile competing interests in how best to use the ocean space, and better support Canada's ocean sectors and coastal communities by leveraging strengths, addressing barriers, and seizing areas of opportunity; and

- An extensive BES engagement process was carried out between February 8, 2021, and June 15, 2021. It is expected that a "What We Heard" report will be released prior to Christmas.

Oceans Protection Plan

- The focus of the OPP is to establish a state-of-the-art marine safety system; to build strong, meaningful partnerships with Indigenous and coastal communities; and to strengthen the evidence base for more agile, informed, and proactive decision-making, all while protecting and restoring marine ecosystems;
- For DFO, these initiatives may result in new investments. Therefore, we are doing preparatory work in anticipation that additional resources will come to DFO on an ongoing basis, subject to funding decisions in the upcoming Budget; and,
- Policy work continues within the Government on the development of the BES and renewal of the OPP.

Pacific Salmon Strategy Initiative

- Budget 2021 included an investment of \$647.1 million over five years for DFO to stabilize and conserve wild Pacific salmon populations, resulting in the launch of the PSSI on June 8, 2021, to implement a comprehensive, transformative federal response to address historically low returns of Pacific salmon;
- The PSSI represents a significant increase in the amount of staff within the Department, especially in the Pacific Region. Specifically, we expect close to a 20% increase to employee numbers in the Pacific Region (about 400-500 positions) involving a varied range of positions including, amongst others, administrative support, scientists, engineers, and project management;
- Although provided with five years of funding at this time, this is long-term staffing. To manage risk of staffing these positions, we will be leveraging future retirements and reallocating indeterminate positions in the future;
- Over the remainder of 2021-22, internal focus will include:
 - Engagement with employees
 - Regional consultation with unions will occur via UMCCs and a dedicated working group;
 - Classification and staffing of new positions, with an initial focus on managers and key administrative positions.
 - Establish a new governance structure to support the integrated implementation of the PSSI across sectors and branches; and
 - Retention of external project management and recruitment expertise, and usage of new tools and innovative approaches (e.g. hiring; diversity & inclusion).
- The Department is also preparing to launch the next phase of early implementation engagement with external stakeholders and launch several key PSSI initiatives.

Small Craft Harbours

- In the short term, Small Craft Harbours (SCH) is delivering on Budget 2021, which provided the Program with \$300 million over two years. This will allow SCH to continue maintaining its network of harbours used by the commercial fishing industry and the divesting of others, representing a total of 230 projects;
- The Program is working with the CFO Sector and others stakeholders in the Department on a long-term strategy to secure ongoing program funding;
- We are managing the harbours we currently have but are also looking to divest harbours that are no longer needed. We are focusing on bringing harbours to a condition in which they can then be turned over to the communities or third parties.
- We are continuing with the delivery of the Abandoned and Wrecked Vessels Program, which has surpassed its target of 50 vessels removed and disposed of by 2022, with a total of 107 vessels so far;
- We received \$1.3 million from the Oceans Protection Plan and, hopefully, we can receive more however that has yet to be determined; and,
- We are supporting the removal of ghost gear from the oceans; harbours are assisting with the storage of the gear that is found and accumulated.

Discussions:

Pacific Salmon Strategy Initiative

- With the five years of funding, will all 400-500 staffing appointments be indeterminate or a mixture?
 - It will be a mixture and we cannot provide an exact number at this time. Some staff will be moving internally and we have to make sure staff stay in the core positions already in place. We also want to capitalize on natural retirement.
- UHEW wants to make sure that staff in these positions will know it is five-year sunset funding, but that there are long-term goals in place to find other positions for them afterwards. UHEW also added that if the number of DFO employees will increase so drastically in the Pacific Region, then they will have to add more regional members to better represent their members. UHEW requested that DFO inform them when staffing is to take place and to share statistics when available.
- Is there a regional plan on how to cover departures from other teams to join the PSSI?
 - It is a key requirement that people are in place for PSSI, but that core capacity remain for other positions in the Region.

Small Craft Harbours

- Does the \$300 million of funding include staff over that period too?
 - Yes, funds were received to staff 48 positions. With the second phase of B-Base funding, some staff that we hired in 2018 will be able to continue and some will be new recruits. The regions have already started staffing and we do not foresee a lack of resources to deliver on the initiative.

Decision/Action:

- None taken at this time.

4. Ombuds' Office Mathieu Giroux, Ombuds

Note: At this point in the agenda, the Associate Deputy Minister stepped out.

Presentation:

Mathieu Giroux joined the call to give an update regarding issues raised by employees to the Ombuds' Office:

- There has been a 20% increase in visitors to the Ombuds' Office, with a majority of visitors coming from DFO. The employee classification that has most often visited is GT, followed by AS, PM and EX. The most common reasons to visit are to seek advice and to get support on processes, disclose information, or bring matters to the attention of senior management. EXs are also using the Ombuds as a sounding board to for ideas;
- There has been a noticeable increase in the number of Pacific Region employees contacting the Ombuds Office, whereas there have been no visits from Gulf Region employees. This provides us with an idea of which regions are finding out about our services, and which regions require more outreach;
- Visitors identified the following as the source of their issues:

Direct supervisor – 46%	Next in-line manager – 22%	Colleagues – 14%
Employees – 8%	Corporate Services – 4%	Other – 6%

- Visitors have raise the following as common main topics of discussion:

Return to Work	Accommodations	Discrimination
Harassment	Individual support	Poor Management Practices

- In June, the Ombuds conducted a survey of twenty-five managers on managing remote workers. Managers reported concerns regarding:

Delivery of operations	Employees missing opportunities to connect	Return to Work and the hybrid working model
Performance issues	A lack of informal connections	Difficulty in maintaining cohesive teams
Work being done in silos	Difficulty in maintaining relationships with employees	Mental health and well-being of employees who work alone
Productivity concerns		

- The Ombuds' Office is currently working on their annual report which will be published in the new year.

Discussions:

- Was staffing a common denominator in the themes raised?
 - Yes and no. Complaints about staffing relate more to what employees view as abuse of appointments, unfair processes, etc. There have been concerns with

unadvertised appointments. Managers have to communicate their justification in going that route versus a competitive process or else the decision may appear arbitrary to their team. In approximately 120 consultations, about five to ten formal issues were staffing-related. It is not something that comes up a lot, but an employee's status within the Department is important to them and when they see opportunities pass by, it can affect morale. We should always look objectively at our staffing options and strive for balance in terms of how we staff.

- UHEW stated that Bargaining Agents have been raising the issues mentioned in the Ombuds' presentation for years and that there is clearly a lot of work to do. UHEW and Unifor recommended that the Ombuds present again when the Deputy Minister and Associate Deputy Minister are available in order for participants to have a meaningful conversation, particularly to discuss the subject of harassment within the Department.
- PIPSC suggested that the scheduled break be taken early, so the Associate Deputy Minister could return from his other engagement. After the break, the Bargaining Agents requested that certain agenda items not be discussed at this meeting as the Associate Deputy Minister had not yet returned. PIPSC acknowledged the presence of other DFO Senior Leadership, including the Commissioner of the Canadian Coast Guard, but stated that this meeting is their opportunity for the Deputy Minister and Associate Deputy Minister to hear what they have to say directly. PIPSC recommended that another meeting be scheduled in January 2022.

Decision/Action:

- The Deputy Minister subsequently met with bargaining agents to discuss the future of work, and reiterated his commitment to maintaining positive relationships with bargaining agents.

5. Internet Access on CCG Vessels

Shimen Fayed, National President, Union of Health and Environmental Workers (UHEW), Sam Ryan, Director General, Integrated Technical Services

- This topic was deferred to the next NUMCC.

6. Workplace Well-Being

Gail Huang, Conflict Management Practitioner, Workplace Well-Being (WWB)

Presentation:

Gail Huang joined the meeting to provide an update on topics of interest within the WWB Directorate:

Bill C-65 Update

- Bill C-65 came into effect on January 1, 2021, with its three main pillars being:
 - Preventing incidents of harassment and violence from occurring;
 - Responding effectively to these incidents when they do occur; and,
 - Supporting victims, survivors and employers in the process.

- Each department/agency is to develop its own policy, directive, and organizational-specific training and all employees are required to successfully complete the system-wide training courses on harassment and violence prevention (W101 & W102) offered by the CSPS by January 1, 2022;
- WWB, in consultation with the Harassment and Violence Prevention working Group (HVPWG), comprised of representatives from various bargaining agents, national, and regional Occupational Health and Safety, Labour Relations, and Informal Conflict Management System, as part of the National Policy Health and Safety Committee, drafted the DFO policy and directive based on the TBS model;
 - The departmental policy and directive were approved by the Deputy Minister in June 2021 and posted on the WWB intranet site;
 - Co-development, between WWB and the HVPWG, of departmental-specific training began during Summer 2021. Consultation with the HVPWG on the first draft of the departmental training is planned for December 2021;
 - DMC approval of the delivery approach for the departmental training will be sought;
 - Weekly updates to regions and sectors on the completion of the CSPS mandatory training will continue until the deadline of January 2022 and on a routine basis thereafter; and,
 - Preparation and data collection has started in order to complete the first harassment and violence annual report to the Minister of Labour due March 1, 2022.

Wellness Initiatives

- A directive and a framework on psychological health and safety were developed with the goal of providing a psychologically healthy and safe workplace and addressing the thirteen psychosocial risk factors;
- The Psychological Health and Safety Directive and Framework have been approved by the Deputy Minister;
- The Directive outlines a series of roles and responsibilities for both employer and employees while the Framework describes a strategy to ensure a psychologically healthy and safe workplace and details our action plan to create an organization culture that supports healthy and well-balanced members of the workforce;
- We are leveraging the Directive and Framework to serve as the umbrella for the various ongoing programs and initiatives; for example Harassment and Violence Prevention, Diversity and Inclusion, etc.;
- We continue to work with the Mental Health Co-Champions to reinforce messaging on mental health;
- We continue to analyze data from the Public Service Employee Surveys to track progress and guide continuous improvement; and
- We are looking into options and tools to measure success against each of the thirteen factors.

Discussions:

- UHEW asked to receive a copy of the mandatory training completion rates for managers and employees. They hoped the Deputy Minister would be present to communicate the need for employees to complete this training by the set deadline and requested that this be communicated upwards to the Deputy Minister and the Associate Deputy Minister. It is important to make people aware of harassment and violence in the workplace.

- UNIFOR stated that the number of harassment cases may be decreasing due to members getting discouraged and failing to report them.

Decision/Action:

- WWB to provide Bargaining Agents a copy of the mandatory harassment and violence in the workplace training completion rates for managers and employees.

7. Beyond COVID Hybrid Telework Agreement - Inconsistencies

Kevin Jacobs, Vice-President, Fisheries and Oceans Canada National Consultation Team (Professional Institute of the Public Service of Canada (PIPSC))

- Bargaining Agents requested that this topic be deferred to a future meeting to allow the Deputy Minister or Associate Deputy Minister to participate in the discussion.

8. Mental Health and Onboarding Best Practice Initiatives - Discussion for All Regions and Sectors

Bonnie Fillmore, Manager, Strategic Onboarding, Maritimes Region

Presentation:

- On behalf of the Union-Management Harassment Prevention Task Force, the Maritimes Region conducted a Psychological Health and Safety Leadership Assessment (PHSLA) for 243 leaders resulting in twenty-one specific recommendations to advancing PHS in the Maritimes Region;
- The assessment was conducted in two phases; 65 self-assessment questions followed by leaders identifying three action items to improve and advance their leadership strategies;
 - Ex: If leader was not conducting performance management discussions, they committed to doing so throughout the year. If they were not doing bilats, they challenged themselves to do so;
 - All information was collected in one report outlining how to advance the Maritimes Region's efforts in health and safety psychology.
- One of the outcomes of this initiative is the proposed Leaders' Onboarding Program. This program will have three pillars:
 - Customized onboarding via a one-on-one experience upon appointment to accelerate the understanding of roles and responsibilities; founded on key areas identified by the hiring manager and self-evaluation;
 - Ongoing support for leaders via a regional resource for questions, challenges, and to act as a contact for other regional and departmental supports and resources as appropriate; and,
 - Development and implementation of regional activities and initiatives to support growth and development of required leadership skills.
- As of May 1, 2021, we have developed a key leadership competency framework which addresses the issues raised in the Ombuds' recent Annual Report; describes the mindset of a compassionate leader – how can we build and develop this; and provides a roadmap for a new leader from A to Z, which includes mandatory departmental training;

- In the Maritimes Region, we recently hosted our fourth annual November Learning Month with this year's theme being "Preparing our Leaders for the Workplace of the Future";
- The focus is strengthening our leaders and future leaders to effectively transition from traditional ways of working to a Workplace of the Future. Twenty-four sessions were offered with 32 guest speakers and 678 participants; and
- The Maritimes Onboarding Team reaches out to new employees before they even start. On their first day, a customized one-on-one onboarding experience is conducted which includes providing expert information, advice, training and support to regional employees and hiring managers. This helps in ensuring compliance with relevant procedural requirements and processes associated with employee roles, responsibilities, rights, expectations, and conditions of employment. The feedback has been exceptional.

Discussions:

- UHEW stated that they are always advocating for training for managers, especially when it comes to training on having difficult conversations. UHEW asked that a list of participants on the committee be shared. If they have something to raise at that level, they would like to know who to contact.
- Doug Wentzell wanted to acknowledge Bonnie taking it upon herself to have individual conversations with over 200 leaders on the importance of a psychologically healthy workplace and thanked Bonnie for her phenomenal work.
- PIPSC asked if other NUMCC attendees would like to see these efforts implemented in the regions and added that the initiative is the start of a much better workplace; one that is respectful and harassment-free. PIPSC then added that one can be a leader without supervising others and suggested that the Maritimes Region share their documentation with the table. Alix Dostal stated that she would be reaching out to Bonnie to see how her initiative could be implemented in the National Capital Region.

Decision/Action:

- Bonnie Fillmore to provide a list of committee participants to the Bargaining Agents.
- Bonnie Fillmore to provide mental health and onboarding best practices in the Maritimes region to Bargaining Agents.

9. Fishery Officer Classification Update

Heather McCready, Director General, Conservation and Protection (C&P)

- This topic was deferred to the next NUMCC.

10. Employment Equity, Diversity, and Inclusion - Update

Jennifer Cruickshank, Senior Director, Organizational Design and Talent Acquisition,

Presentation:

Jennifer Cruickshank joined the meeting to provide an update on the Employment Equity, Diversity and Inclusion (EEDI) Annual Progress Report for 2020-2021:

- The objectives of the EEDI initiative are to continue to build a diverse, representative and talented workforce across the Department; ensure visible leadership, engagement and accountability and create an organizational culture that embraces diversity of cultures, generations, ideas and perspectives;
- Notable departmental progress and key accomplishments have been achieved to date, including:
 - Appointed Senior Official for Diversity and Inclusion;
 - Executives completed CSPS on-line courses on understanding and overcoming bias;
 - Staffing framework was established to address Employment Equity gaps and meet targets over next four years;
 - Mentorship + Initiative was launched to help increase representation in the EX cadre; and,
 - Hosted many outreach events and recruitment initiatives in order to raise awareness of EEDI and promote employment to address gaps;
 - Increased participation in employee networks and in various other committees, and advisory councils to continue the dialogue on EEDI.
- That being said, much work remains to ensure we can further address our EEDI commitments and needs. We will be developing tools to encourage employees to self-identify, revamping various communications products, finalizing the Employment Equity Learning Roadmap and establish an inter-regional platform to share information on Diversity and Inclusion, amongst others.
- Under the Employment Equity Act, the Department must prepare an EEDI Action Plan (EEDIAP). Our previous EEDIAP covered the period of 2018-2021; and, the decision was made to extend the EEDIAP by one year to April 1, 2022, in order to integrate the findings of the Employment Systems Review (ESR) into the next iteration providing for a more fulsome plan.
- Timelines:
 - Short-term:
 - Publish EEDIAP and the Progress Report on our Website;
 - Medium-term:
 - Collaborate with Diversity and Inclusion Champions, Senior Management and stakeholders to continue to develop and implement strategies;
 - Long-term:
 - Conduct ESR; and,
 - Develop the 2022-2025 EEDI Action Plan in alignment with current and future initiatives as well as the Deputy Minister's commitments on Diversity and Inclusion;

Discussions

- The Canadian Merchant Service Guild (CMSG) asked how the numbers at the end of the presentation are achieved. It appears that there are approximately 200 persons with disabilities in the SO and SC groups. The gap should be representative of the people that can do those jobs. For example, what kind of disabilities could someone have and perform the duties of SO and SC positions? We do not want to see situations where gaps are filled that don't appear to make a lot of sense. Is it just a numbers game to get the gaps filled? Might be better to invest resources in finding right people to do the job versus trying to meet those numbers.

- The gaps are calculated using the workforce availability gap, which is based on the 2016 census and statistics should be updated in new year. Disabilities come in a whole host of ways; they are not always physical. Cognitive disorders such ADHD could be included as a disability and would not prevent someone from working as an SO or SC. It is a more physically demanding job, so it could limit the availability of people to fill those gaps, but we can accommodate to help people fit the positions. Specific conditions are not really considered, but rather broader categories.
- Mario Pelletier noted having personal experience in administering practical tests for individuals who were rejected through Health Canada for, as an example, missing fingers. Disabilities are not what they used to be considered. We are not going to fill all the gaps, but we are working towards narrowing the gap and making up for it in other areas of the organization
- Chris Henderson highlighted that, as a Diversity and Inclusion Co-Champion, he wants to reinforce the value of this work. There is a plan and report, but a lot going on in different places. We have a rich network of Equity and Diversity and Inclusion initiatives within DFO/CCG. For example, the Women's Executive Network is providing female executives with a forum to meet and learn from one another. We recently hosted a two-day CCG Diversity and Inclusion event in mid-November. Messaging from Alix Dostal and Chris was also distributed for Transgender Awareness. We are always consulting other departments for initiatives we can implement in our organization. Jennifer mentioned the Employment Systems Review that's going on, which is basically a review of the HR system and barriers to employment. One of the things we are doing is an anti-racism pilot, which focuses on identifying where systemic racism or sexism is built into the program policies. There is a lot of space for us as senior leaders, both DFO Senior Leadership and Bargaining Agents, to find areas where we can recognize imbedded sexism and racism. We can fix our own program and policies and it's a very gratifying thing to be a part of.
- Jennifer Cruickshank mentioned that, aside from the Employment Systems Review looking at our policies, we are also looking at attitudinal problems within the Department. We are having a callout now for people to participate in focus groups to explore this. Also, the Action Plan is not posted on our website, but will be coming soon.
- UHEW and PIPSC requested to receive the statistics. UHEW wants to ensure they have representatives present at the focus groups. PIPSC is involved in the EEDI group and wants to keep these conversations going to assist in developing a more diverse Public Service.

Decision/Action:

- Provide Bargaining Agents with the statistics presented.
- Work with UHEW to ensure they have representatives at the EEDI focus groups.

11. Round Table and Closing Remarks

Lawrence Hanson, Associate Deputy Minister and Judith Leblanc, President, Fisheries and Oceans Canada National Consultation Team (Professional Institute of the Public Service of Canada (PIPSC))

Note: At this point, the Associate Deputy Minister rejoined the meeting.

As there were no additional items raised in the Round Table, the Associate Deputy Minister provided his closing remarks:

- Thank you to everyone for their time today. There are process issues to work through, but we had some productive conversations today and important issues were discussed;
- I appreciate Judith's efforts as co-chair as well as those of Dominic Laporte who acted in my stead while I had to step away; and,
- All the best during holiday seasons during this difficult year.

Judith then took the opportunity to provide her final thoughts:

- I appreciate the regional perspective this meeting provided and the ensuing discussions. I would love to hear what is happening in other regions at future meetings;
- I want to highlight the work of our members throughout the pandemic, as well as the importance of vaccination; and,
- Hopefully, you all can disconnect from work this holiday season and enjoy time with friends and family and loved ones. Happy holidays!

PARTICIPANT LIST

Bargaining Agents

Delorme, Mathieu – Labour Relations Advisor, Association of Canadian Financial Officers

Fayed, Shimen – National President, Union of Health and Environmental Workers

Jacobs, Kevin – Vice President DFO, Professional Institute of the Public Service of Canada

Leblanc, Judith – President, DFO Consultation Team, Professional Institute of the Public Service of Canada

Mirowski, Stacey – Employment Relations Officer, Professional Institute of the Public Service of Canada

Paradis, François – Labour Relations Officer, Canadian Association of Professional Employees

Pygiel, Jacqueline – President, UNIFOR Local 2182

Thomson, Joy – Canadian Merchant Service Guild

DFO Management Representatives

Balfour, Tom – Director General, Human Resources

Blanchard, Tony – A/Regional Director General, Newfoundland and Labrador

Brisson, Steve – Manager, Labour Relations Centre of Expertise

Clark, Caroline – Senior General Counsel

De Mora, Joe – Director General, Communications

Dostal, Alexandra – Assistant Deputy Minister, Aquatic Ecosystems

Doucet, Serge – Regional Director General, Gulf

Essoltani, Abdelaziz – a/Chief Information Officer

Girouard, Roger – Assistant Commissioner, Canadian Coast Guard

Henderson, Chris – Deputy Commissioner, Operations

Hanson, Lawrence – Associate Deputy Minister

Ivany, Gary – Assistant Commissioner, Canadian Coast Guard

Jones, Vanessa – Director, Labour Relations Centre of Expertise

Langan, Michelle – Regional Director General, Ontario and Prairie Region

Laporte, Dominic – Assistant Deputy Minister, Human Resources and Corporate Services

Levita, Leslie – Chief Audit Executive

McPherson, Arran – Assistant Deputy Minister, Ecosystems and Oceans Science
Meunier, Marc-André – Assistant Commissioner, Canadian Coast Guard
Nirlungnayuq, Gabriel – Regional Director General, Arctic
O’Dea, Niall – Senior Assistant Deputy Minister, Strategic Policy
O’Rourke, Neil – Assistant Commissioner, Canadian Coast Guard
Pagé, Hugo – Assistant Deputy Minister and Chief Financial Officer
Pelletier, Mario – Commissioner, Canadian Coast Guard
Reid, Rebecca – Regional Director General, Pacific
Sanderson, Marc – Director General, Personnel, Canadian Coast Guard
Smith, Andy – Deputy Commissioner, Strategy and Shipbuilding, Canadian Coast Guard
Vezina, Sylvain – Regional Director General, Québec
Wentzell, Doug – Regional Director General, Maritimes

Presenters

Cruickshank, Jennifer – Senior Director, Organizational Design and Talent Acquisition
Fillmore, Bonnie – Manager, Strategic Onboarding, Maritimes Region
Frenette, Denise – Director General, Small Craft Harbours
Giroux, Mathieu – Ombuds
Huang, Gail – *on behalf of Dima Salamé, Director, Workplace Well-Being*
McCready, Heather – Director General, Conservation and Protection
Ryan, Sam – Director General, Integrated Technical Services
Shoemaker, Wes – Executive Head, Pacific Salmon Strategy Transformation

Regrets

Sargent, Timothy – Deputy Minister