

Corporate Services Branch (CSB)
Labour Management Consultative Committee (LMCC)

May 31, 2012
13:00 am – 14:30 pm

Participants

Bargaining Agents:

- Bill Sukloff (PIPSC)
- Miguel Daraiche-leblanc (PIPSC)
- Karon Miles (PIPSC)
- Manon Desormeaux, Service Officer (UEW-PSAC)

Corporate Services Branch:

- George Enei (ADM)
- Nicholas Obomsawin (HR)
- Annie Lambert (LR)

1. Use of Committees to manage engagement

Mr. Enei explained that there are different committees to address different issues (i.e. WFA committee). He specified that CSB is not participating in regional WFA meeting since he doesn't have any employees that were affected during the second wave.

UEW explained that unions were hoping to get more in depth information through Branches LMCCs.

PIPSC added that the information provided during the WFA committee meetings is more technical.

Branches and regional LMCCs are more effective.

2. WFA

PIPSC asked about the number of surplus employees and stated that one of the key aspects of the WFA is alternation.

Mr. Enei explained that for Corporate Services Branch, 31 employees remain as surplus with a guarantee of a reasonable job offer. Those numbers are from last summer since there were no additional affected employees in the second wave. With respect to

alternation, one out of four or five requests was approved.

Surplus employees who received promises of a guaranteed reasonable job offer (GRJO) are given the opportunity to become opting employees. Employees with a GRJO will be given formal guaranteed reasonable job offers in the near future in keeping with the WFA directives.

CSB is proactively managing vacancies to ensure that there will not be any further WFA situation in the Branch. This information was communicated to employees through a series of town hall meetings given by Mr. Enei.

The HR plan, which identifies the Branch priorities, will be circulated again amongst all employees through weekly communications and town hall meetings.

Mr. Enei also holds coffee meetings once a month, where 5-6 employees are invited to discuss with the ADM to share their views for CSB and bring suggestions.

Action item:

- Share the HR plan with unions.

3. Career progression

CSB created a development program for supervisors, managers, and those employees seeking policy experience.

Employees were consulted.

The attrition rate is currently fairly low. However, CSB is planning to rebuild the procurement group, service desk as well as the data management functions/activities.

It is anticipated that staffing pools will be created at the CS-02, 03, 04 and 05 levels.

PIPSC reminded CSB the importance to communicate their vision with employees.

4. Acting assignments

PIPSC were concerned that a few non advertised acting or assignment processes have occurred lately. These processes limit the opportunities for EC employees.

CSB uses the tools that are available to meet their needs. That being said once the CS pools will be created they will be able to use them.

CSB has cut massively in long term actings. Encouraged rotation in acting opportunities and to start processes to staff on an indeterminate basis.

Contracts are being monitored very closely as well. 43% of consulting contracts have been cut last fiscal year.

Action item:

- Share the exact number with unions.

5. Communications

PIPSC is looking forward to more Town hall meetings in the regions.

Communication between employees and lower management level is encouraged by unions.

6. IT Professional Services Contracts

PIPSC is questioning why surplus employees are not being offered positions occupied by consultants.

Some areas of CSB are harder to staff on an indeterminate basis than others. Consultants remain a good option for those positions. Overall there is also the consideration of available salary dollars.

Action item:

- Share with the Unions the CSB contracting report dated May 31st.

7. Service Desk

There is no plan for CSB to transfer the service desk to SSC.

PIPSC is concerned that students are given complex tasks. Mr. Enei explained that students are a great option for the Service desk under the correct conditions. In addition, they can be bridged if we want a source of new entry-level employees in the future.

8. Transition of employees to Shared Services Canada (SSC)

PIPSC was concerned with the lack of information given to employees with respect to SSC.

Mr. Enei explained that management ensured that they shared what they knew when

they knew it.

As of April 1st, 2012, employees that have been transferred to SSC became SSC employees. Environment Canada (EC) is still providing IT support, OSH and compensation services on a cost-recovery basis only until SSC arranges for its own services.

There is no plan for CSB to transfer the service desk, application developers and IT security to SSC.

PIPSC was concerned about staffing pools in SCC limited to SSC employees. Mr. Enei replied that he does not have any power over SSC decision as they are a separate Department.

Closing remarks:

Mr. Enei closed the meeting by thanking unions for participating in the meeting.