

December 13, 2012

To: Locals - DOE  
National Executive  
National and Regional E.O. Representatives

RE: **Environment Canada Human Resources Labour-Management Consultation Committee (HRLMCC) Meeting of December 11, 2012**

The Environment Canada Human Resources Labour-Management Consultation Committee met on December 11, 2012 with Brother Todd Panas, National President, and Sister Manon Desormeaux, Service Officer, participating. The following represents a summary of the issues addressed.

### **Participation Of Employees/Members at Management Meetings**

UEW raised concerns that the Department was not utilizing its employees as a resource when it becomes time to be innovative or in times of change. UEW is encouraging management to bring employees to meetings in order to get their perspective, help find solutions or recommend new practices where possible. The Department agreed and advised that some Branches are inviting employees to participate at management meetings. Furthermore, Human Resources recommended that it be noted at Branch meetings.

### **Public Service Employee Survey (PSES)**

As a result of the PSES analysis, the Department has captured 4 objectives/priorities of focus: i.e.,

1. Improving communications of key decisions
2. Career development and management
3. Promoting wellness at the workplace in term of conflict resolution, workload and stress management
4. Developing a culture of innovation within the organization

The Department noted that progress will be monitored periodically and adjustments made when necessary. Reports will also be posted on the intranet and shared on an on-going basis with the Bargaining Agents.

Should you have any questions or concerns relating to the above, please do not hesitate to communicate with the national office.

Submitted on behalf of the national office