

July 16, 2013

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

RE **DOE HRLMCC Meeting of July 8, 2013**

The Environment Canada Human Resources Labour-Management Consultation Committee met for an ad-hoc meeting on July 8, 2013 with Sister Manon Desormeaux, Service Officer, attending.

The following represents a summary of the issues addressed.

Environment Canada Human Resources Plan (EC HR Plan)

The purpose of the meeting was to provide an overview of the EC HR Plan that will be presented to the Executive Committee.

The Department commented that people management is one of its key priorities and as such, the HR plan for 2013-2016 sets out the foundation for senior management's continued commitment to effective people management.

Six (6) key priorities were identified, i.e.;

- People Management support to implementing cost reduction and efficiency improvement initiatives;
- Strengthened Engagement and Improved Performance Management;
- Sustain and Develop our Diversity and Official Languages Capacity;
- Enrich Learning and Skills Development;
- Enhance Staffing Efficiency and Transparency.

UEW raised concerns about the efficiency of the LMCC structure and commented that this was an issue raised at the ECLMCC meeting. The ADM commented that although it is not captured on this overview, the review of the LMCC framework is one of her priority objectives. Furthermore, the ADM noted that consultations would be initiated shortly.

UEW is sharing the overview of the EC HR Plan 2013-2016 for your information.

Roundtable

UEW raised concerns with respect to the interpretation of the "Designated Paid Holidays" decision where there are inconsistencies within different regions. The ADM noted that Labour Relations is working with managers to clarify the decision and apply it correctly.

Roundtable (Cont'd)

UEW raised concerns with respect to Leave with Pay for Union Business and more particularly with respect to the refusal of acting managers or from managers in virtual teams to grant such leave. UEW recommended that the Branch communicate on an ongoing basis with respect to an approach to having such leave approved. The Department agreed and will be sending a reminder in the Fall. Furthermore, the Department noted that upcoming training for managers with respect to Labour Relations should clarify the need to approve such leave.

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