

April 5, 2013

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

RE: **DOE HRLMCC Meeting of March 12, 2013**

The Environment Canada Human Resources Labour-Management Consultation Committee met on March 12, 2013 with Sister Manon Desormeaux, Service Officer, attending. The following represents a summary of the issues addressed.

### **Labour-Management Consultation Framework**

In order to get feedback and address some concerns with respect to how the Local and Regional Consultation Committees are working with respect to RLMCCs and the challenges that are being experienced, the Branch noted that it has completed some regional visits for this purpose. As a result, a joint working group will be established in order to look at the LMCC structure (Local, Regional and National) to see where authorities should be and how concerns can be addressed. UEW noted that issues should be addressed and an attempt made to resolve them as close to the workplace as possible. A consultation meeting will be scheduled with the Committee at a future date.

### **Update HR Dashboard**

The Branch shared the Environment Canada's People Management Dashboard, a copy of which is attached. UEW noted an important number of long-time actors (+2 years) and requested whether or not there was a plan to review the positions. The Department advised that it was in the process of reviewing all long-time actors.

### **Pre-Retirement Transition Leave**

UEW noted that with WFA winding down, the Department has to do more with less; however, this is to the detriment of employees who are ready to retire. UEW raised concerns that members requesting Pre-Retirement Transition Leave are being denied such Leave. Understanding that such leave is at management's discretion and dependent upon operational requirements, UEW would nevertheless like Human Resources to educate its managers with respect to the benefits of approving such Leave.

### **Overtime Claims**

UEW raised concerns that despite the fact that the collective agreement states that the Employer shall endeavour to pay overtime within the next pay period, this is not proving to be the case.

**Overtime Claims (Cont'd)**

The Branch advised that processing is done at the Regional level. The Branch also advised that a new application that will improve the processing time related to the payment of overtime and credit compensation is being developed. Please forward any cases you may have to the national office in order that we may provide the details to DOE Human Resources.

**HR Management Updates:**

Update on rollout of the new appraisal process: The communication plan was drafted and training is being provided to managers in webinar format. A template is being developed to share the executive objectives online. Finally, the existing policy is being reviewed to merge the learning plan into the performance management policy. Appropriate consultation will be done with the bargaining agents.

Sunset Programs: Human Resources advised that the specific Sunset Program will now be on the letter of offer of new employees.

Automatic term rollover at 3 years: In 2011, the Deputy Minister advised that he would be suspending the rollover of term employees into indeterminate positions when they reached 3 years of service until 2013. The Human Resources Branch is now reviewing this decision and will put forward a recommendation.

Organizational Charts: The Branch is currently doing a position vacancy review. As such, 45% of positions that were vacant have been deleted. This translated into 2703 positions being abolished.

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