

May 29, 2013

TO: Local Executives - DOE
National Executive
National and Regional EO Representatives

Greetings:

The DOE ECLMCC met on May 28, 2013 with Brother Todd Panas, National President, and Sister Manon Desormeaux, Service Officer, attending. Below is a summary of the discussions that took place.

Disability Management Initiative (DMI):

UEW requested an update with respect to the Disability Management Initiative. The Department shared its departmental plan which included three (3) Key Program Elements: i.e., Prevention, Accommodation, and Support and Recovery.

The Department also noted the DMI-EC Program Priorities; i.e.,

- 1- Knowledge and Capacity
- 2- Support for Recovery – Short and Long Term
- 3- Measurement of Results

This initiative should not merely be a fiscal exercise about dollars - this initiative should be about the members' healthy return to work, wellness, support and transition.

Given the importance of this initiative, UEW asked that the Department explore whether or not a Return to Work Program could be developed jointly. The Department noted that consultation re the Suite of Programs will be part of DMI and will commence over the next few months.

Labour Management Consultation Framework:

UEW asked that the LMCC Framework be reviewed annually in order to strengthen the effectiveness of the meetings. The Department agreed and advised that meetings will be scheduled to initiate a review of the Framework.

Update on Performance Management Improvements:

The Department provided a presentation concerning the updated Performance Management Process.

Paternalistic Style Management

UEW asked whether or not a joint working group could be established to look at some initiatives in order to move towards a more inclusive and harassment-free workplace. This working group could meet and subsequently make recommendations to the ECLMCC. The Deputy Minister will take the proposal under advisement.

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

Submitted on behalf of the National office