

October 18, 2012

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

RE: **DOE MSC LMCC Meeting of October 11, 2012**

The Union of Environment Workers attended a meeting with Environment Canada's Meteorological Services Branch on October 11, 2012. Brother Todd Panas, National President, and Sister Manon Desormeaux, Service Officer, attended. Below is a summary of the discussions that took place during this meeting.

MSC Budget 2012-13 and DRAP Implications:

David Grimes, Assistant Deputy Minister (ADM), provided an overview of the Branch activities since 2011 as they relate to WFA. He stressed that there were no WFA impacts from 2011-2012 because the Branch took an active people-management approach and was proactive in trending (departures and retirement). Employees were waiting to announce their retirement with rumours of a "golden handshake". However, since this did not happen, the departure rate is back to its natural course. Furthermore, the Branch did not recruit any EG/MT employees last year and preferred taking the risk-management approach since it did not know what to expect with the impact of budget 2012.

With respect to budget 2012, there was a low impact on the Branch. As such, the Branch has an aggressive hiring campaign and is streamlining and integrating with Parks Canada as an approach to monitoring. With the number of departures on the rise, the Branch is looking at reorganizing the structure and making adjustments such as modernizing the equipment, etc. The Branch stressed that it is not looking at reducing the staff but is looking at a 10-year plan. The Branch committed to communicate with staff on an on-going basis.

Finally, David Grimes noted that he has consistent communications with the ADM of Shared Services Canada and relationships are built to ensure that mission-critical data is met. The Department is also developing competencies of staff in the "CS" classification to ensure they have the critical requirements in the context of serving the people.

UEW asked if DOE surplus employees were being considered for work in MSC. The ADM responded that they were but there has been little interest.

Status Updates on Recruitment Programs, APTP and Staffing Plans:

The Branch noted that it is recruiting in the EG community (30 Hydrometric EGs and 20 Atmospheric EGs) and that different pools have been created. UEW asked if Employment Equity (EE) was a consideration and the Branch noted that this is the case and the Department is actively recruiting in the EE categories.

Overtime Payment:

UEW noted that it is raising this issue at all Branch LMCC meetings and has raised concerns that overtime is not being paid in a timely fashion. There are times when it may take up to 6 weeks for overtime to be paid. As an action item, the Branch will be looking into this issue to see if it is one that it has control over or whether the issue is best discussed with the Human Resources Branch.

Change in Call-In Procedure:

UEW raised concerns that in some regions, field staff is being requested to call in during the lunch period. UEW raised concerns that this goes above and beyond the Health and Safety purpose of the "SPOT" system and that it now appears to be more of a tracking mechanism being utilized by the Department to determine the whereabouts of its employees. UEW further noted that this is a paternalistic style of management that results in additional stress to employees; e.g., mental health, harassment, sick leave, disability leave, etc. This is also an issue that has been raised at the national level with the new Deputy Minister.

Michel Jean, Director General, Environment Canada Weather and Environmental Operations, responded that he has sent an email to the Regions to evaluate the situation and provide the necessary coaching. Furthermore, he will be in the PNR at the end of the month where he intends to have discussions about the SPOT system.

SPOT will be a standing item of future meetings and will be reviewed again in the Spring of 2013.

MSC Field Workers and Attire and/or Identification:

UEW raised concerns that some field work employees do not possess proper attire identifying them as employees of MSC/DOE. This item was introduced at the ECLMCC meeting in 2009. This item was discussed again at the last PNR Regional LMCC meeting. UEW is not requesting a uniform but believes that some apparel that would identify the employees would be appropriate. The ADM agreed and committed to look and make an inventory of what is the best practice, where the gaps are, and how it can be addressed.

Review of MSC PSES 2011 Results and Branch Response in MSC People Plan 2012-15:

A power point presentation was shared concerning the statistics of the last PSES, a copy of which is attached. The Branch noted that management is having meetings with the staff to not only share the results but to also find solutions that would be part of the People Plan.

UEW commented that employee engagement is very important; however, actions identified have to be followed through. UEW noted that it is important to have the pulse of the employees on a regular basis and not just once every three years.

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