

October 12, 2011

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

RE: **DOE MSC LMCC – Meeting of September 28, 2011**

The Union of Environment Workers attended a meeting with Environment Canada's Meteorological Services of Canada Branch on September 28, 2011. Brothers Todd Panas, National President, Daryl Hoelke, Executive Assistant, and Sister Manon Desormeaux, Service Officer, attended. Below is a summary of the discussions that took place during this meeting.

**MSC Budget 2011-2012:**

The Department noted that it is still optimistic about future funding; however, the current budget has been reduced and there will be some slight changes within existing programs. The reduced budget is being managed through staffing restrictions in the area of recruitment, learning and development. The focus will shift entirely to long-term goal programs.

The Branch noted that it is managing its priorities. The only staff affected by WFA is connected to the joint DND relocation. The Branch also commented that it does not foresee any WFA for the remainder of the year while acknowledging the uncertainty of next year since the Branch is at the end of a 5-year program cycle. Although some programs have renewed funding, the level of funding is not to the same extent.

MSC is promoting hiring internally first. Hiring externally would be limited and on a "case-by-case" basis. In that respect, the EG and MT recruitment has been postponed to manage the fiscal year. The Branch advised that recruitment of EGs & MTs will be resumed next year (external and deployments).

**Status updates on Recruitment Program (Apprenticeship Professional Training Program (AFTP)):**

The AFTP is currently being reviewed. It was noted that many hydrometric EGs were being hired as terms because of the uncertainty of the provincial funding. The term hiring has caused an issue now that terms in general have not been extended due to the Budget restraints. The Branch is working to resolve the issue by writing a letter to the Deputy Minister in an effort to remove the suspension of the term policy inasmuch as it defeats the purpose of the AFTP and further recommended that in the future, EGs be hired into the AFTP on an indeterminate basis.

**Update on Reclassification of the Data Acquisition Technologist Positions:**

UEW requested an update on the review and reclassification of the EG Data Acquisition Technologist positions. The Department advised that as a result of a formal complaint from IBEW, it was required to document what the EGs were doing and as such, the Department has collected the data. The interviews with the staff were conducted by Human Resources in order to have clarity on the issue and desk audits were conducted. As a next step, the Department is asking managers to review and comment on the audit. This issue will remain open and a review and update will be provided at the next meeting.

The Department provided slide decks on the 2011 Human Resources Statistical Overview relating to Staffing and Workplace Wellness. There was a general discussion about the increase in acting positions and the bargaining agents noted the need to staff on an indeterminate basis.

**Acting Assignments**

Bargaining Agents are concerned with the systemic use of acting assignments and with how acting assignments are awarded for less than four months and for longer periods. There needs to be more opportunities for all employees in the spirit of fairness and equity. Long term vacancies need to be staffed through the competitive process. This will also facilitate a succession plan and build capacity.

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

Yours fraternally,

Todd Panas,  
National President,  
Union of Environment Workers.