

July 10, 2009

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

RE: **DOE MSC UMCC – Meeting of June 25, 2009**

The DOE Meteorological Service of Canada Union-Management Consultation Committee met on June 25, 2009 with Brother Daryl Hoelke, Executive Assistant, and Sister Manon Desormeaux, Service Officer, attending. Below is a summary of the discussions that took place during this meeting.

Action Items Review:

1. **MSC People Plan 2009-2012:**

The Department presented the MSC Plan 2009-2012 which is based on responses from surveys distributed to the employees. Following a review of the Plan, the Department advised of its concerns with respect to the aging demographic within MSC. The Plan is expected to be posted on the departmental website in the upcoming weeks.

2. **Hydrometric Workstations:**

In 2008-2009, Water Survey received capital funding spread over a 4-year period for the procurement, customization and implementation of new hydrometric data acquisition and production systems to replace the current technologies being utilized. The software system is at the end of its life cycle.

Upcoming phases of the project include:

- Hydrometric workstation pilot test (May-June 2009);
- Pilot test analysis and design of system architecture (July-September 2009); and
- Phased implementation (October 2009-March 2011).

UEW is concerned that the changes would impact the Apprenticeship Professional Training Program (AFTP) and would delay an employee's progression through the Program. The Department responded that it does not expect any delay in the AFTP progression. The Department further suggested that the new employees will embrace these changes in modernization because the applications are more consistent with their learning and the technology used by their respective education establishment. UEW requested that the Department provide an update to the next UMCC meeting with respect to the follow up on the changes.

3. **EG Recruitment & Progression Plan:**

The Department presented an update on the 2009 EG Recruitment and Progression Plan. The objective of the Plan is to achieve succession planning to ensure that when an employee retires, a new employee will be ready to assume his/her duties with minimal loss of capacity. UEW is concerned about career advancement for employees beyond the EG-05 working level. The Department responded that it wants employees to stay with the organization and as such, emphasized the need for employees to indicate and discuss their career aspirations with their respective supervisor. These aspirations should be reflected in their career plan.

Following a review of the APTP Program, the Department advised that it was reviewing the possibility of changing the classification of the Atmospheric APTP (currently hiring at EG-02) to be more consistent with the Hydrometric APTP (currently hiring at EG-03).

The Department discussed the APTP Recruitment Status and advised that job offers are expected by the end of the summer followed by the initiation of another staffing process in the Fall. The Department noted that new employees require training, coaching and mentoring from the existing staff. UEW expressed concern about this extra workload. The Department recognizes the resulting workload concerns and will closely monitor this issue.

4. **Next Meeting:**

December 2009 – to be confirmed.

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

Yours fraternally,

William Pynn,
National President,
Union of Environment Workers.