

June 12, 2012

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

RE: **ECLMCC Meeting – June 5, 2012**

The DOE LMCC met on June 5, 2012 with Brother Todd Panas, National President, and Sister Manon Desormeaux, Service Officer, attending. Below is a summary of the discussions that took place.

Workforce Adjustment (WFA)

The Deputy Minister reported on the Department's situation with respect to WFA. As previously discussed, the federal budget was tabled at the end of March 2012 and was followed by a general message from the Deputy Minister noting that there would be a 5% reduction over the next 3 years. This would result in a reduction of 200 employees in addition to the budget reductions of 2011 (350 employees were declared surplus with a guarantee of a reasonable job offer). The letters were issued on April 11, 2012.

The Deputy Minister and the Associate Deputy Minister held 35 face-to-face meetings with staff. The Department hopes that the Selection for Retention Process (SRLO) will be completed by the end of June 2012. The Department is committed to do all it can to retain people and make matches within the Department within the provisions as set out in the WFA Directive.

The Deputy Minister noted that the Department has almost completed the internal budget process for the year which will be followed by the distribution of funds to the Assistant Deputy Ministers of each Branch. The Deputy Minister noted that informal networks are as important as formal networks in an effort to find employment opportunities.

The statistics were shared. It was noted that out of the 350 surplus employees identified as a result of the 2011 budget, 150 remain surplus.

Workforce Adjustment (WFA) (Cont'd)

The Department provided information on Alternation. So far, six successful matches have been completed and approved and 30 remain outstanding. 500 estimates have been done (information on cash out, TSM amounts, etc). Furthermore, there are 61 opting employees who want to alternate and 60 who want to volunteer; however, employees are not necessarily at the same level. The Department continues to encourage alternation.

With respect to the use of performance appraisals during WFA, the Deputy Minister advised that appraisals are not to be utilized for SRLO. UEW noted that there was more to appraisal issues outside of WFA. The Deputy Minister is committed to reviewing the performance appraisal guideline and the process will be reviewed jointly with the Bargaining Agents.

Public Service Employee Survey

The Department provided an overview of the results of the PSES 2011. The participation rate was 66% which is an improvement from the previous survey. The Department provided an overview of the proposed Action Plan and consultation process with the bargaining agents and employees.

UEW felt that the June 2012 timeline relating to the PSES Action Plan was ambitious and premature given the meetings that have been agreed to with respect to Appraisals and leadership styles which need to take place and will complement or enhance the Action Plan.

UEW further noted that employees should be engaged and consulted first and that a joint Union-Management Committee should develop the final Action Plan with a September timeline.

Leadership: Managerial Style

UEW raised concerns with the paternalistic approach of some managers within DOE. This has caused stress, anxiety and has resulted in an increase in the use of sick leave credits and mental health issues. Adding to the WFA situation, morale in the workplace is at an all-time low.

UEW would like the Department's commitment to change the culture of "I own you while you are here" mentality. The Deputy Minister is committed to looking at different initiatives such as a training component for managers, tools for middle and senior managers, having a brainstorming session with the Bargaining Agents, soft communication to managers, etc. The Deputy Minister will put forward a proposal to the next meeting.

Leadership: Managerial Style (Cont'd)

UEW noted that a recurring theme seems to resurface with respect to support of union business during working hours. UEW is concerned that managers are denying employees with time off to prepare for meetings and/or grievance presentations. UEW recommends that the letter from previous Deputy Ministers be resurrected and sent again under the new Deputy Minister's signature.

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