

October 13, 2009

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

RE: **DOE HRLMCC Meeting of September 24, 2009**

The Environment Canada Human Resources Labour-Management Consultation Committee met on September 24, 2009 with Brother Daryl Hoelke, Executive Assistant, and Sister Manon Desormeaux, Service Officer, attending. The following represents a summary of the issues addressed.

Departmental Business Continuity and Pandemic Planning

The Department presented the Business Continuity Pandemic Plan and noted that the Plan is continuously being reviewed. Its principle is to provide a healthy and safe workplace for the employees by having the appropriate policies and plans in place and respecting existing terms and conditions of employment and collective agreements. The Department did put in place some Corporate strategies which include hand sanitizers, notices regarding hand washing, etc. However, there are no directed requirements for the department to have on-site flu shot clinics. Therefore, since the Department did not offer an on-site flu shot clinic previously, it will not have one this year. However, it was noted that time-off for vaccinations should not be charged against sick leave but should be time off with pay for medical appointments. The Plan also includes a process for employees who are sick, for a family member or if there are any concerns at work.

Parking Policy

A bargaining agents made a formal request to PWGSC for consultation on the PWGSC Parking Policy. The Department advised that the Policy was created 10 years ago and approved by TBS. PWGSC is moving forward with that Policy.

The Department and PWGSC assessed the market rate and will be applying this rate. If the market rate is not applied, then Revenue Canada is advised and a taxable benefit would be levied. The Policy is to be implemented as the building leases expire.

Relativity Review

UEW is concerned that jobs with similar functions are not classified at the same level. With the use of generic work descriptions, it is difficult to understand why anomalies exist among Regions.

Relativity Review (Cont'd)

The Department advised that this is a priority this year. Although it is being addressed, the task is a time-consuming one. The Classification Monitoring Framework was put in place this year. Despite the heavy workload, the Department advised that it will have relativity throughout the Department.

ICMS Update

The Department presented the Office of Conflict Management (OCM) Annual Report for 2008-2009. In 2010-2011, the OCM hopes to reach as many employees as possible by providing awareness sessions and workshops. The Department expects to have most employees attend the sessions within the next 2 years.

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.