

April 26, 2010

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

RE: **DOE HRLMCC Meeting of April 13, 2010**

The Environment Canada Human Resources Labour-Management Consultation Committee met on April 13, 2010 with Brother Daryl Hoelke, Executive Assistant, and Sister Manon Desormeaux, Service Officer, attending. The following represents a summary of the issues addressed.

Action Items from Last Meeting

With regards to the EE Action plan, UEW enquired whether or not the Department has taken steps to address the changes with regards to the equity gap within both the EG & GT groups. The Department commented that the work is being finalized with MSC on identifying the issue and recommendations will be brought forward, particularly with respect to women and the EG and GT field positions within MSC.

Harassment Complaint Process

The Department provided an overview of the work that has been accomplished with a working group in order to close gaps on the length of time and the process with respect to harassment complaints. Tools were also developed to assist in educating employees with respect to Harassment. The time necessary to complete an investigation was reduced to six to nine months from twelve to twenty months. This reduction is a result of a more responsive contracting timeframe and terms of reference for the contractors. The Labour Relations Advisors also now use checklists and all involved parties now have a service level agreement and tools at their disposal. The Department advised that it will be closely monitoring the process.

Education Leave

The Department introduced the Education Leave Guideline and advised that the Guideline should be available on-line in mid-May.

Classification Update

UEW and management agreed to have a separate meeting to discuss and better understand the process and to provide an update on the progress of the generic job descriptions.

Tiered Office Structure

UEW requested information on the Tiered Office Structure and queried why UEW was not provided information relating to that structure. The Department agreed to have a separate meeting to present the bargaining agents with the updated version of the Tiered Office Structure and provide details related to it.

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.