

August 10, 2010

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

RE: **DOE HRLMCC Meeting of July 15, 2010**

The Environment Canada Human Resources Labour-Management Consultation Committee met on July 15, 2010 with Brother Daryl Hoelke, Executive Assistant, and Sister Manon Desormeaux, Service Officer, attending. The following represents a summary of the issues addressed.

### **Quarterly Reports - Long-Term Acting and Term**

The Department provided an overview of the Acting Appointments. UEW raised its concerns regarding the high number of long-term acting assignments and asked what the plan was to reduce them. The Department noted that acting assignments are now the responsibility of the Branch Heads as opposed to DOE at the national level and each Branch is developing its own plans to address this issue.

### **Statistics on Non-Advertised Processes and Justifications**

The Department provided the Bargaining agents with a chart explaining the staffing processes for the 2009-2010 Financial Year. The Bargaining Agents expressed concerns about the high number of non-advertised staffing processes. For instance, there are 117 external and 171 Internal non-advertised staffing processes. The Department's explanation was that these related to unproductive competitions, acting assignments over 4 months and other staffing processes in order to avoid Workforce Adjustment situations. The Department also noted that a Public Service Commission audit on staffing is currently being done and any issues related to staffing would be identified in the Report and addressed accordingly.

### **Consultation with DOE**

UEW raised concerns regarding the lack of consultation and issues emanating from Regions. In particular, during an April 23, 2010 Atlantic Regional UMCC meeting, in response to an enquiry from the UEW representative, the Department indicated that there had been consultation with the Communication Branch at the national level on suspending acting assignments/secondments. This in fact was not accurate in that there was no consultation with the unions.

The Department advised that this was a misunderstanding and apologized profusely. In response to an enquiry concerning the existence of a policy/guideline, the Department advised that a Guideline on assignments/secondments does exist and would be revisited in the Fall. The Department advised that unions would be consulted throughout the process.

**Classification/Statistics/Update on Centre of Expertise (COE)/Update on Generics**

The Department provided an update on classification and advised that the Treasury Board Secretariat (TBS) no longer has a policy to review job descriptions on a 5-year basis. Currently, 27% of the job descriptions are due for review in Environment Canada.

The Department provided a chart on the Classification Centre of Expertise Model. The COE is a virtual team with resources located across Canada. The work assigned is Branch-based and not geographically-based. As such, a classification specialist serves clients from coast to coast.

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.