

April 30, 2009

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

RE: **DOE HRLMCC MEETING - APRIL 7, 2009**

Brother William Pynn, National President, and Sister Paula Dignan, Service Officer, participated in a teleconference call on April 7, 2009 concerning a meeting of the DOE Human Resources Labour Management Consultation Committee (HRLMCC).

### **Budget for Training**

The bargaining agents advised management about concerns from employees that training funds are not being made available to all. There are questions about who is receiving training and whether the funds are being distributed equitably to all employees. Management committed to conducting spot checks to ensure training is taking place, to determine how the dollars are being spent and if training is meeting the desired outcomes.

UEW emphasized that communication needs to be improved as not all employees are aware of the commitment to training, how to request training and how to have their requests approved.

### **Union Management Consultation**

A review of the tracking tool has been completed. UEW stated that even though an item for consultation may be referred to a higher level, it is incumbent upon the managers at the lower level to explain why the issue is being referred and why an issue cannot be resolved at a lower level.

Regarding consultation, UEW requested that managers be reminded that there needs to be flexibility and that bargaining agents must be allowed to participate in the choice of dates and times when consultation is to occur and not simply summoned to attend.

### **Union Consultation Cost Guidelines**

Guidelines are still being jointly finalized. There was a discussion about what is to be done should a manager prevent an employee from taking Union Leave. UEW commented that should this type of dispute arise, it should be dealt with between the manager and the Union representative affected and if the dispute cannot be resolved, then the formal grievance process exists to deal with Union Leave. There is no need to set up another recourse mechanism.

### **Staffing**

The Department was requested to provide information about how staff qualified in a pool could obtain information as to why they were not chosen. The Department advised that all staff have the opportunity to question the staffing process at anytime and can request a rationale from either Human Resources or the staffing manager. The Department was advised that employees may be reluctant to question management's selections for fear that their chances of being selected for the next available position are diminished.

The Department stated that there no longer exists a requirement to follow specified areas of selection and because of time and resource constraints, the Department will restrict an area of selection in order to make the staffing process easier.

With respect to Sunset Programs, a report is being compiled that identifies all Sunset employees with over 2 years of service. Managers will be required to determine whether these individuals could be hired for any future positions before the staffing processes are initiated.

### **PSES (Public Services Employee Survey)**

The Department advised that all the data is to be released in early May and that Treasury Board will release a detailed analysis based on themes such as Leadership and Employee Engagement at approximately two-week intervals. The Department stated that a detailed report on the PSES in relation to past surveys will not be compiled and followed up on until the Fall of 2009.

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

Yours fraternally,

William Pynn,  
National President,  
Union of Environment Workers.