

August 13, 2009

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

RE: **DOE HRLMCC Meeting of July 14, 2009**

The DOE Human Resources Labour Management Consultation Committee met on July 14, 2009 with Brothers William Pynn, National President, Daryl Hoelke, Executive Assistant, and Sister Manon Desormeaux, Service Officer, attending. The following represents a summary of the issues addressed.

Corporate Administrative Shared Services (CASS):

The Department is still waiting for a decision from Treasury Board. The project is a huge one and the Government is reluctant to initiate any substantial technological change. However, CASS is changing its name to HR Solution Business. The Department is moving forward with the introduction of PeopleSoft.

Staffing:

UEW is concerned about the advertising methods utilized by the Department and provided a Pacific and Yukon Region posting as an example of a job posting via the "Craigslis" website. The Department confirmed that at a minimum, a posting has to be on the jobs-emplois.gc.ca website. A manager can then supplement another site if it is deemed to be useful to targeting possible applicants no matter if the site is traditional or not.

Proposed Policy on Terms Position:

Human Resources is recommending that Branches review their practice in relation to the policy with respect to term employees (Sunset or not). There have been instances where employees have worked 8 years as a term and through term extensions. This proposal will be going to the Executive Management Committee in September. As a result, more term employees would be given an indeterminate status.

The Department advised that there would continue to be Sunset terms; however, they would be kept at a minimum. UEW enquired how terms would be monitored and was advised that monitoring would be through PeopleSoft and the numbers would be monitored centrally and reviewed every 3 months. Furthermore, there are instances where managers let employees wait 3 years (as per the TBS policy) in order to have them automatically rolled over into an indeterminate position; however, with the new process, managers would appoint indeterminate positions as the funding is available prior to the 3 years.

PSES Results and Resulting Departmental Action Plan:

UEW enquired about what was to follow from the information received via the survey and if any consultation will take place. The Department assured bargaining agents that there will be some consultation at the regional and national levels and indicated that information will be shared with the bargaining agents in order to have them react and propose feedback. UEW proposed that the survey results be discussed in the regions with the respective UEW union representatives.

Application of the NJC Travel Policy – Enforcement:

UEW requested a follow up on the application of the NJC Travel Policy with the Enforcement Branch as it relates to the fact that Algonquin College dorms are not considered to be accommodations that provide adequate cooking facilities. As a result, the per diem would not be reduced.

UEW enquired about an update on the revision of per diem claims from members whose claims were reduced by 25%. The Department indicated that it agreed to go back one year.

UEW enquired as to whether or not there would be a communication to the Unions and in turn a communication to the employees. The Department advised that it would confirm the communication strategy and will advise UEW accordingly.

Next meeting:

To be scheduled in the Fall of 2009.

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.