

May 17, 2011

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

RE: **DOE HRLMCC Meeting of April 19, 2011**

The Environment Canada Human Resources Labour-Management Consultation Committee met on April 19, 2011 with Brother Daryl Hoelke, Executive Assistant, and Sister Manon Desormeaux, Service Officer, attending. The following represents a summary of the issues addressed.

### **Confidentiality of e-mail between union representatives and employees**

The bargaining agents asked if e-mail correspondence between employees and the union representative is open to access to information and if so, what the process entailed and what the level of privacy for union/employee correspondence which are stored on departmental servers was.

The Department responded that all e-mails that are on the government server, sent or received from the government e-mail address, are subject to ATIP as they are considered government property. With respect to the process, the request needs to be specific and pertain specifically to the person making the request. Further, there is a need to know where to look for the information and specific dates. There is then a line-by-line review and exemptions are applied.

### **Consultation**

UEW raised concerns with respect to what constitutes items that should be consulted on and the process of having consultation at all levels with the Bargaining Agents. UEW is concerned that Branch Heads are holding meetings simply to have meetings with little or no substance. UEW has no issue meeting and consulting with the Department; however, the Branch Heads have to be aware that we want to discuss issues that have an impact on the working conditions of our members. The Department did agree with the concern and explained that it may be a question of training and informing the Branch Heads of what constitutes true consultation.

### **Compensation Consolidation**

UEW had placed this issue on the agenda in order to get an update from the Department. However, the Department advised that it was its intention to hold a separate meeting to discuss the centralization of pay and benefits. UEW raised concerns with respect to Branch meetings and its position that the discussions would be of benefit to all the other Bargaining Agents. Since the Department did not want to address the concerns at the HRLMCC meeting, UEW postponed its discussions until such time as the National ECLMCC meets.

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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.