

January 18, 2012

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

RE: **Environment Canada Labour-Management Consultation Committee Meeting**

The DOE LMCC met on January 9, 2012 with Brothers Todd Panas, National President, Mark Power, National Vice-President, and Sister Manon Desormeaux, Service Officer, attending. Below is a summary of the discussions that took place.

### **Workforce Adjustment (WFA)**

The Department shared the *Workforce and Workforce Adjustment Report* dated December 31, 2012, a copy of which is attached.

The bargaining agents raised concerns with respect to the morale of employees which is at its lowest point in some part due to the level of secrecy and lack of transparency from management. This has resulted in an increased stress level and disability is on the rise. For instance, it was noted that at the workplace, some surplus employees were expected to continue their normal duties and responsibilities and were being given only thirty (30) minutes to locate and apply for a position. The Deputy Minister noted that reasonable time should be given to employees for the purpose of looking at job opportunities and applying for them -- 30 minutes is not reasonable. Should Locals be aware of such a circumstance, please ensure that details are provided to the national office.

With respect to the *selection for retention*, UEW raised concerns about Branch Heads utilizing Performance Appraisals during the WFA process. It is even more of a concern because appraisals are not being taken seriously by management and are used as a "rubber stamp" process. The Department noted that there is a departmental Policy in place relating to Appraisals. UEW commented that the Policy should be reinforced with managers and include mid-year reviews as well as regular discussions between the manager and employee about his/her performance.

It would be appreciated if Locals could provide the following information as it relates to performance appraisals by **February 14, 2012**; i.e.,

- Members from which Branch did not get an appraisal
- Members from which Region did not get an appraisal

Should you have any questions concerning the above, please do not hesitate to communicate with the national office.

Submitted on behalf of the National Office