

**Minutes
Environment Canada Labour Management Consultation Committee (ECLMCC)
November 18, 2010**

Management Representatives

Paul Boothe, Deputy Minister	Michael Goffin A/RDG for Ontario
Bob Hamilton, Associate Deputy Minister	Randal Cripps, RDG for PNR
Félix Boudreault, Senior Advisor to the DM	Al Wallace, A/RDG for PYR
Michael J. Keenan, ADM for Strategic Policy	Daniel Lebel, RDG for Atlantic
David Grimes, ADM for Meteorological Services of Canada	Chuck Shawcross, Chief Information Officer
David McGovern, ADM for International Affairs (Absent)	Charles Slowey, DG for Communications
Brian Gray, ADM for Science & Technology	Carol Najm, DG for Audit & Evaluation
Basia Ruta, ADM for Finance & Corporate	Deirdre Keane, DG for HR Programs
Cynthia Wright, A/ADM for Environmental Stewardship	Donna Richard, DG for National HR Services
Lynette Cox, ADM for Human Resources	Martine Sigouin, Manager, Labour Relations
Michèle Hort, Senior Labour Relations Advisor	Michelle Laframboise, Director, Labour Relations, Classification and Compensation

Labour Representatives

Bill Sukloff, PIPSC (Pres., PIPSC National Consultation Team)	Ole Jacobsen, PIPSC (VP, PIPSC National Consultation Team)
William Pynn, UEW-PSAC	Daryl Hoelke, UEW-PSAC
Manon Desormeaux, UEW-PSAC	Luc Gervais, CAPE
Vivian Gates (ACFO-ACAF)	Tony Bourque (ACFO-ACAF)
Paul Cameron (IBEW-FIOE) (Absent)	

Opening remarks

The Deputy Minister (DM) welcomed members to the meeting, his first meeting as Deputy Minister for Environment Canada (EC). The deputy spoke of his visit to staff in regional offices which left him with a very strong impression that EC employees care very much about their work and that there is a strong commitment towards the work done at EC.

Introduction by Bargaining Agents (BA):

The representatives from the Union of Environment Workers (UEW), The Professional Institute of the Public Service of Canada (PIPSC), Canadian Association of Professional Employees (CAPE) and The Association of Canadian Financial Officers (ACFO) introduced themselves, the bargaining agent they represent as well as talked about their experience. They spoke about their common goal which is to improve the workplace and discuss issues that affect their members. They also talked about the importance of the Labour Management Consultation Meetings.

Review of Agenda Items & Approval

The agenda was approved.

Review of Minutes from June 14, 2010

Three outstanding items from the meeting on June 14, 2010, were reviewed.

Strategic Review

The President for PIPSC National Consultation Team, Bill Sukloff, thanked Brian Gray for following up on this item. Should there be a need to discuss further, it will be discussed at a future LMCC for the Science and Technology Branch.

Occupational Health Safety (OHS) Issue at the Vancouver Data Center

The National OHS Committee conducted a "Lessons Learned" review that will be presented at the OHS Policy Committee on November 24, 2010. The report will then be shared with the appropriate parties, including the ECLMCC.

Public Service Commission (PSC) Staffing Audit

UEW asked the status of the PSC audit. The DG for Audit and Evaluation confirmed that the audit should be completed by the end of 2011. EC will provide the PSC Staffing audit results to the unions once completed.

Budget

UEW requested information about the impact of the budget on Environment Canada. The Deputy Minister explained that the government is committed to reducing the deficit over the next three to four years and indicated that he does not foresee too much disruption for EC employees. The bargaining agents commented that employees in the Department are already stretched thin and noted that the Department continues to do more with fewer employees and that there are concerns about work overload.

The Deputy Minister stated that the Departmental budget for fiscal year 2010/2011 will be finalized in approximately 10 days and will be discussed with Branch Heads. He explained that Branch Heads manage their budget and are responsible for the decisions they make. Bargaining agents will be advised of budget impacts on employees, if any.

ACTION: The ADMs are to talk with Lynette Cox to ensure bargaining agents get advance notice.

Leave for union activity

PIPSC feels that there are weaknesses in the Guidelines for Time and Cost Associated with Union Management Consultation" (<http://intranet.ec.gc.ca/hr-rh/default.asp?lang=En&n=EFF4269B-1>). These weaknesses include how time for union work is tracked and defining how decisions are made with respect to the level of consultation that is required for a given subject.

PIPSC respects the idea of allowing managers and stewards to work through the issues within the guidelines as long as this is done in an atmosphere of mutual respect. PIPSC mentioned that their concern is about lack of consistency in application across the regions.

UEW is in agreement with what is outlined in the Guidelines. If there is a problem with the way they are applied, there needs to be better education provided to managers and employees. The Deputy Minister reiterated the importance of ensuring consistency across the Department and the importance of better communicating these Guidelines.

The Department responded and agreed that consultation is an important aspect in working with the bargaining agents in the workplace. As such, the Department suggested that should there be any workplace where this is happening, there should be discussions with the appropriate manager to underline the importance of union representation.

Action:

1-Communicate with managers to better educate on use of tool and reinforce its goal.

2- ADM, HR and Bargaining Agents to discuss of specific cases that need to be addressed.

Media access to scientists

The DM indicated that there are many requests for our scientists to talk to the media. The department received approx. 2,700 media requests this year and completed about 500 interviews on all subjects, including weather, enforcement and programs. Of the 2,700 media requests, there were 91 direct requests for an interview with a scientist.

PIPSC talked about recent reports in the media regarding scientists being muzzled from speaking to the media. Scientists took the time to meet with PIPSC union stewards to describe their concerns in the hope that their comments would be presented to the Deputy Minister and the senior managers in the Department. The concerns are not with the Media Relations Policy per se, as they feel it is quite reasonable, the problem lies with the process. Media relations coordinators first tend to minimize the media's requests. Scientists are significantly hindered in their ability to clearly convey to the media and the public their activities and its importance in protecting Canada's environment, public health, sustainability and economic well-being.

UEW talked about the importance of the Code of Conduct that addresses what an employee can and cannot say.

Charles Slowey, Director General for Communications, indicated that no one has come directly to him to address these concerns with the exception of the President of the PIPSC National Consultation Team. He encourages staff to contact him should they have any concerns and he will address them. Brian Gray, ADM for Science and Technology also offered to further discuss with PIPSC in order to address their concerns.

The DM suggested having an ECollab page to have a discussion on this topic to provide employees with an opportunity to raise concerns. In the meantime, the DM suggested that Bill Sukloff contact the ADM of Science and Technology and/or the DG of Communication for further discussion.

Action: ECollab page to be created

Contracting

PIPSC reiterated the importance of ensuring that every effort is made to minimise reliance on contractors and that employees are provided with the opportunity to undertake new and meaningful work. PIPSC's concern is to ensure that this opportunity is not slowly eroded.

The Deputy Minister responded to the union by first acknowledging employees of the Department have high skills and from his experience it is no less expensive to use contractors than permanent employees in the long term.

The DM clarified that typically, contractors are used to address issues of shortage of individuals with specific expertise or when the length of certain projects makes it difficult to assign to employees.

The DM asked the ADM of Finance and Corporate Planning to have a closer look at what can be disclosed depending on the feasibility and provided it does not create an administrative burden. The DM asked the unions to inform The ADM, HR if they have specific cases where contracting might be misused.

Action:

1-The unions to contact the ADM for HR if they have any specific concerns.

2- ADM for Finance and Corporate to inform if additional clarification can be provided.

Centralization of Pay and Benefits

The ADM, HR discussed the creation of a centralized function for pay services, which would complement the pay modernization initiative. The government has determined that Miramichi, New Brunswick will be the location for the new Center of Expertise for Pay and Benefits and that the transition will be done in phases.

PWGSC will meet with each department to discuss when is the most appropriate time for the department's pay group to move to Miramichi. Three factors will determine the move:

- The demographic make-up of the pay community in the department;
- The complexity of the pay files of the department;
- How technology-ready the department is
(People Soft, E-pay card and Pay interface)

We understand that this announcement has created concern in our compensation community. UEW is concerned that some employees might go work elsewhere and the balance of employees will have extra work to do.

The ADM, HR acknowledged UEW's concern and advised them that lines of communication will be kept open and every effort will be made to minimize impact on employees.

Action: The ADM, HR to keep UEW informed of any developments on the transfer of Pay and Benefits to Miramichi.

Launching the Labour Management Framework Review (LMF)

In the interest of improving labour management consultation within the Department, a working Group (WG) comprised of union and management representatives was established in 2005. Following the final report from the WG, a sub-committee of ECLMCC members was formed and developed and recommended a new Labour Management Framework (LMF) which was approved by ECLMCC in May 2007. It is now time to review the LMF so another committee has been formed to take on this task. The DM shared his view of what labour-management consultation at EC could be, and he raised the point that the committee membership should be reviewed. He feels that he and the ADM, HR should be core members and other management representatives would be involved on an as needed basis. The DM encouraged the committee reviewing the framework to discuss and consider his views in their deliberations.

Standing Items

(a) Employment Equity & Diversity

Deirdre Keane, DG for HR Corporate Programs informed the committee that Jim Vollmershausen, previous EE Champion, recently retired and that the department is actively looking for a replacement and they hope to have someone by the end of November.

She provided the following update.

As of September 30, 2010, we have the following under-representation (see attached analysis for more detail):

- Women in the EX, SE-RES, CS, EG and GT groups.
- Aboriginal peoples in the EX and EG groups.

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- Persons with disabilities in the BI, CH, PC, MT, SE-RES and GT groups.
- Visible minorities in the BI, CH, EN-ENG, EC, CS, AS, EG, GT and CR groups.

The department also continues to support specific EE initiatives at the departmental level, such as the Express Lane Recruitment initiative implemented in April 2009.

Common commitments in performance agreements for executives also include these EE objectives: 25% of appointments made through external selection processes in certain groups.

(b) Regional Update on Labour Management Framework

Each RDG provided an update on labour management relations in his respective region. All labour management meetings both at the local and regional levels are occurring on a regular basis.

Round Table

UEW brought forth the following additional items:

They requested that there be follow-up on the Parking policy at the next scheduled meeting, particularly as it pertains to criteria for shift workers and the mobility impaired.

- Follow-up by Karen Anderson

They also requested an update on the Bottled Water policy, either at the next HRLMCC or OHS Committee meeting.

- Follow-up by Karen Anderson

Closing Remarks

The Associate DM thanked everyone for their input into the agenda and for their participation at the meeting. The meeting was adjourned at 16:00 p.m.

Drafted by: Michèle Hort

Date sent to Bargaining Agents: January 5, 2011

Date comments received by Bargaining Agents: January 8, 2011

Final version: January 19, 2011