

June 9, 2009

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

RE: **DOE LMCC - MAY 21, 2009**

The DOE LMCC met on May 21, 2009 with Brother William Pynn, National President, Sister Irène Bérubé, National Vice-President, and Brother Daryl Hoelke, Executive Assistant, attending.

Review of Minutes

There was a review of the Minutes of the previous meeting and a discussion relating to the follow-up items. This led to further discussion on the function of Local and Regional UMCCs. Of concern was the ad hoc approach taken with respect to the NCR Local UMCCs. Following a discussion by UEW, PIPSC and DOE, it was agreed to discuss this issue further and to review and follow the agreed upon recommendations resulting from the UMCC Working Group.

There will be a further discussion at the next ECLMCC.

UEW emphasized that employment equity and the Public Service Employee Survey should be standing items at all LMCCs – Local, Regional and National.

Public Service Employment Survey

The Department brought forward the preliminary results of the PSES. The strengths noted were: i.e.,

- employees find the workforce qualified to do the job,
- employees are satisfied with the working conditions,
- employees believe the work environment is more equitable than the rest of the public service, and
- employees are more satisfied with their job than the rest of the public service.

DOE identified the following challenges: i.e.,

- satisfaction with the organization lower than PS
- need to improve EC Executive Leadership
- need to improve sharing information/goals
- quality of work produced
- concern about worklife balance
- higher percentage of leave in PS in two years
- Not satisfied with Learning and Career Development

There will be further discussion and analysis as well as consultation with the bargaining agents. Implemented Strategies will be monitored and reported upon.

Communications

The Department, through the Deputy Minister, issued a communique supporting employees and their involvement with their union. Although it was intended to reach employees of the Department, it went no further than to the Regional Director level. As such, UEW expressed concern that correspondence sent to the workplace regarding the Deputy Minister's message to management team supporting union involvement in the Department was not getting filtered through the Department as was intended. UEW also suggested that there be a follow-up as it relates to communiques of this nature to ensure that they reach the audience intended – in this case, employees of the Department.

Harassment Complaint Process

The Department presented a slide deck on the Harassment Complaint Process.

The bargaining agents expressed concern about the length of time taken to confirm allegations of a complaint after the complaint is received. There was also a concern expressed by the bargaining agents about the time that it takes for a consultant contract to be issued. The Department responded that there are few investigators available for harassment complaints.

A follow-up meeting has been scheduled for further discussions with the bargaining agents.

National Joint Council Travel Directive

The Department advised that in the future, Algonquin College dorms will not be considered to be accommodations that provide adequate cooking facilities and therefore the per diem will not be reduced. DOE is also considering other facilities for future training.

UEW enquired about the possibility of revisiting previous per diem claims from members which have been reduced by 25%. The Department responded that it will consider reviewing these claims and will be in touch with us.

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

Yours fraternally,

William Pynn,
National President,
Union of Environment Workers.