

December 8, 2010

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

RE: **DOE ECLMCC Meeting – November 18, 2010**

The DOE LMCC met on November 18, 2010 with Brothers William Pynn, National President, Daryl Hoelke, Executive Assistant, and Sister Manon Desormeaux, Service Officer, attending. Below is a summary of the discussions that took place.

Budget

UEW requested information on the impact of the budget on Environment Canada. The Department indicated that the Harper Government's plan is to eliminate the deficit within the next 3-4 years. Further, the budget will result in Environment Canada becoming a smaller Department. Meetings with Sectors and bargaining agents will be scheduled to discuss the budget and its impact on the Department in the coming months.

UEW noted that the Department is already challenged with respect to its resources and there is already a vacancy pattern in the Department due to a lack of funding. Further, employees are constantly requested to do more with less and as such, this gives rise to increases in the number of burnouts and frustration in the workplace.

Leave Submission for Union Activity

The bargaining agents are very concerned with the approach that some managers are taking with respect to requesting that Union Representatives report every time they perform a union function.

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. The Deputy Minister agreed to communicate with senior management about the importance of consultation in the workplace.

Centralization of Pay and Benefits

UEW expressed concerns on behalf of our members working in Pay and Benefits concerning the centralization. The Department provided an overview concerning the centralization of Pay and Benefits and explained that starting next year, all Departments that have Peoplesoft will be involved in this initiative which will be undertaken over a 5-year period.

The Department indicated its commitment to share all the available information with the bargaining agents as it becomes available.

Employment Equity (EE)

There is an EE Advisory Committee meeting scheduled for December 7, 2010. The Department noted that a new EE Champion will soon be appointed. The bargaining agents raised concerns with respect to the budget, the opportunities for staffing, and the affect it will have on employment equity. The Department commented that it would continue to take under consideration its obligation vis-a-vis employment equity and staffing.

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.