

July 5, 2011

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

RE: **DOE ECLMCC Meeting – June 7, 2011**

The DOE LMCC met on June 7, 2011 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

The meeting opened with the Deputy Minister providing an overview of the impacts the budget would have within Environment Canada over the next couple of years. He believed that the provisions within the budget would affect Human Resources but it was too early to provide any information in this regard. He also spoke about the recent decision to suspend the “provision allowing the automatic rollover of term employees”.

UEW raised concerns with respect to the Term Employment Policy and the announcement made on June 1, 2011. UEW expressed its disappointment with the decision not to roll over into indeterminate positions those who either were close or over the three-year threshold. UEW further noted that these employees, if indeterminate, should at least be given the benefits of WFA and be placed on the PSC priority list should their positions be declared surplus. UEW noted that the Department does not save money by not counting employment service since term employees continue to work and as such, there is no real impact on the Department inasmuch as it is continuing to pay their salaries.

Union Representation of Members - Grievances

The grievance process, as outlined in the Collective Agreement, has three levels and UEW believes that grievance presentations should be conducted at each level because it provides an opportunity to resolve issues at the workplace level.

UEW noted the First Aid Allowance request and grievance process as an example. The requests for a First Aid Allowance that were originally submitted by members were denied by Corporate Human Resources which had signed the letter. Since the response was national in nature, the process prevented members who had submitted grievances to be represented at the 1st level.

Further, UEW commented that some grievances being presented at the 3rd level should and could be resolved at previous levels considering the nature of the grievance. Managers have to be accountable and resolve a grievance as close to the workplace as possible.

The Department responded that some unique positions do not have the hierarchical levels and as such, a level may be skipped. However, this is only in some situations.

UEW raised concerns with respect to the Department's decision to have the responsibility for the 3rd level grievance response for termination heard at the Assistant Deputy Minister level and not at the Deputy Minister or Associate Deputy Minister level. There are situations where the manager signing the termination letter is also the same manager hearing the final level presentation.

The Department noted that in some instances, a suspension or termination has been rescinded as a result of the Branch Head admitting to an error. UEW maintained its position that termination grievances should be presented to either the Deputy Minister or Associate Deputy Minister.

The Deputy Minister noted UEW's comments which will be taken under advisement.

LMCC Structure

UEW noted that it first suggested the review of the framework in order to review the attendance of senior managers at Local, Regional and National LMCC meetings and to ensure the right people who deal with operational issues attend the meeting. UEW also added that the current structure vis-a-vis Local/Regional/National levels is one that works well and the Department should continue to have Branch LMCC meetings on an ad hoc basis in order to deal with specific challenges as they arise.

The second concern expressed by UEW related to participants sitting at the table on behalf of the Department. The Deputy Minister agreed that a review should be conducted to ensure the right positions were in fact sitting on behalf of the Department. The Department advised that it would review and put forward some suggestions to the ECLMCC including the bargaining agents.

Employment Equity (EE)

The Department noted that even with the budget pressure, it will continue closing the different employment equity gaps. As such, the Department is currently in the process of working on a business plan to address the gaps in MSC, S&T and EB.

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

Yours fraternally,

William Pynn,
National President,
Union of Environment Workers.