

May 17, 2011

TO: Locals – NRCan
National Executives
National and Regional E.O. Representatives

RE: **NRCan CMSS LMCC Meeting – April 14, 2011**

The NRCan Corporate Management & Services Sector (CMSS) LMCC met on April 14, 2011 with Sister Manon Desormeaux, Service Officer, attending. The following represents a summary of the issues discussed.

Consolidation of Pay Services

UEW requested an update concerning the impact of the centralization of Compensation Advisors. The Department noted that following the announcement of the centralization of pay advisors in August 2010, CMSS received little information with respect to the implementation and further advised that all the information was being provided by PWGSC. As such, an interdepartmental Transition Committee was formed to implement the transition of the work. NRCan Human Relations attends these Committee meetings.

At this time, NRCan does not have a specific date of transition for its employees; however, the Department is provided with regular briefings. As information and details are shared, NRCan committed to have a meeting with the Bargaining Agents to provide updates.

Appraisals and Learning Plans (current model)

The Bargaining Agents raised concerns with the new proposed appraisals and learning plans. The concern expressed is that the new structure is objective and priorities-based. Because objectives and priorities change on an on-going basis, management and employees would have to more regularly review the appraisal throughout the year.

Management advised that the reason for the new model is to strengthen the performance management and have a more formal process. However, the Department noted that the prototype will not be introduced this fiscal year. The Bargaining Agents' comments were taken under consideration. HR will work with the Bargaining Agents to continue to improve the appraisal and learning plan that will be implemented during the next fiscal year.

The Department noted that the new model will be piloted in some regions and in several sectors to determine how it works and information-sharing will be conducted through consultation with the Bargaining Agents.

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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.