

December 21, 2010

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

RE **NRCan LMCC – December 8, 2010**

The NRCan LMCC met on December 8, 2010 with Brothers William Pynn, National President, Daryl Hoelke, Executive Assistance, and Sister Manon Desormeaux, Service Officer, attending. Brother Pynn Chaired this meeting of the NRCan LMCC. The following represents a summary of the issues addressed.

It was the first LMCC with the new Deputy Minister, Serge Dupont. As such, the bargaining agents met with the Deputy Minister prior to the LMCC for an informal discussion and UEW took the opportunity to comment on the importance of consultation at all levels in the workplace to which the Deputy Minister agreed.

**Budget:**

UEW raised concerns with respect to the budget and commented that Budget 2010 announced a package of three measures to reduce the rate of growth in departmental operating expenditures; i.e.,

1. A freeze on increases in departmental spending relating to travel, hospitality and conferences; and
2. The Department would be required to reallocate internally to fund wage increases of 1.5% across the public service in 2010-2011; and
3. In the two subsequent years, operating budgets would be frozen at 2010-2011 levels.

UEW asked how the Department expected to achieve these savings and what the anticipated impacts would be on existing departmental operations and staffing plans. The Department commented that it has been taking a balanced approach and is planning carefully.

UEW questioned the effects on the Programs and the Department responded that with respect to travel, it is utilizing both video conferencing and the web. The Department is also reducing the non-salary spent on temporary help. The Deputy Minister commented that there will come a point when these options will not be sufficient; however, the Department is trying to manage with the least amount of disruption realizing that there will be pressures with respect to its resources.

**Departmental Progress Report on Employment Equity**

Prior to the meeting, UEW received and reviewed the Employment Equity Report. UEW noted that for the most part, the Department has fulfilled its commitment with respect to employment equity.

However, there are still some concerns with respect to the AS, EG, GT and PM groups. UEW requested information about how the Department intended to close those gaps, how staffing practices have been implemented to meet the expectations, and how the employment equity plan will be managed considering the budget pressures.

The Department indicated that an EE Action Plan is being developed; however, there are challenges in identifying strategies to close those gaps. The Department will have to be more strategic in its hiring and, for example, recruit from the universities. Currently, a 5-year plan is in place and will guide the Department to achieving employment equity.

### **Temporary Help Services**

UEW received and reviewed the Temporary Help Services Report and raised concerns with respect to that Report. The information provided was general in nature and UEW questioned whether or not the information was available by Region and if so, requested that a copy be provided. The Department responded that this was possible but would require more extensive work in order to do so.

UEW further questioned why there was such a high degree of temporary help in CMSS and why the use of temporary services in the AS, EG and IS categories was high. The Department's reply to the EG enquiry was of particular interest. The Department stated that there was a more senior level of experience required which gave rise to EG temporary help hiring.

UEW raised concerns about the use of temporary help services for EGs and how their use limits career progression for indeterminate EGs.

### **Code of Conduct**

NRCan communicated with all bargaining agents to initiate consultation with respect to the NRCan Code of Conduct. UEW recommended that since the final draft of the TB Code was close to being final, it would be an appropriate time to sit with the Department to discuss the Department's Code of Conduct.

### **Centralization of Pay and Benefits**

UEW expressed concerns on behalf of its members working in Pay and Benefits concerning the centralization of pay and benefits.

The Department provided an overview concerning the centralization of Pay and Benefits and explained that starting next year, it 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.

**Union Recognition**

The bargaining agents raised concerns with respect to the recognition of the bargaining agents in the workplace. UEW proposed that a document be prepared for the purpose of educating managers about the union and the Deputy Minister agreed.

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.