

November 30, 2009

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

RE: **NRCan LMCC – November 24, 2009**

The NRCan LMCC met on November 24, 2009 with Brother Daryl Hoelke, Executive Assistant, and Sister Manon Desormeaux, Service Officer, attending. The following represents a summary of the issues addressed.

**Integrated Business Planning:**

The Department is planning and developing an integrated business plan for 2010-2013. Once completed, the plan will be shared with the bargaining agents – tentatively in February-March of 2010.

**Public Service Employee Survey (PSES):**

UEW-STE requested information with respect to how the Department was planning to address the different issues identified through the 2008 PSES. The Department shared a slide deck presentation while advising that the annual Treasury Board Survey would be postponed until the Spring of 2010.

The Department indicated that it had held strategy sessions involving the employees and provided an in-depth analysis of the results. Five areas were identified; i.e., Harassment, Workload and Overtime, Senior Leadership & Direction, Career Opportunities, and Employee Development.

The Department advised that the analysis is ongoing and that at the present time, a report is being developed. Once the report is finalized, it will be shared with the Bargaining Agents.

The Department provided feedback received from the employees and also provided a list of activities and timelines that the Department has already initiated at the workplace to address some of the identified issues.

**Use of Temporary Agency Personnel:**

UEW-STE requested a follow-up with respect to the use of temporary help and the Department provided a presentation of the Departmental analysis relating to same. Year after year, the utilization of temporary help has been declining.

UEW-STE encouraged the Department to staff positions as indeterminate as opposed to filling positions by using temporary help or term hiring.

**Federal Public Sector Code of Conduct:**

A departmental Code of Business Conduct (CoBC) will be developed and tailored to the workplace. There is a Code of Business Conduct being developed by Treasury Board (TBS). Once the TB document is finalized, consultation with the Bargaining Agents will be scheduled during late Winter of 2009 or during the Spring of 2010. The CoBC should be finalized in the Spring or Summer of 2010.

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.