

June 18, 2009

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

RE: **NRCAN UMCC MEETING - MAY 12, 2009**

The NRCan UMCC met on May 12, 2009 with myself as National President and Brother Daryl Hoelke, Executive Assistant, attending.

The previous Minutes were reviewed. The issue of *Federal Laboratories* was discussed and the Deputy Minister reported that due to the study, infrastructure monies to address the rust-out has been allocated to revitalize the laboratories.

Progress on the *role and recognition of Stewards* was reviewed and the Department indicated that further discussion is pending and consultation will continue.

In reference to discussions on the "Snow Day", the outcome relating to the different interpretation of *Policies* between Sectors will be announced to all regional locations. There needs to be a combined discussion between all Sectors – CFS and CMSS (Corporate Management Services Sector) – when there is a decision at the workplace and that decision affects all employees, senior management will ensure that a common approach is taken at the worksite, one that treats all employees equally.

There was a brief discussion concerning the *Labour Symposium*. There needs to be further discussions to determine whether or not to continue planning for another Symposium. More information and follow-up will be provided at the next National UMCC meeting.

The use of *Temporary Help Agency* personnel will be further investigated and reported upon during the summer.

The *NRCan ICMS Program* was discussed. UEW emphasized the fact that NRCan needs to commit to the Program more so than it has to date. The NRCan ICMS Program is still not fully functioning.

The *Federal Public Employees Survey* results were briefly outlined by the Department. Currently a task group has been set up and the data is being analyzed based on five themes identified by Treasury Board. Once more data is available, discussions with the bargaining agents will be scheduled. Currently the results are with the leadership team and actions will be determined by management to address the results.

The Department discussed the *NRCan Strategic Review*. This is the third year for the review within the Federal Government and this year NRCan will be among the Departments to be reviewed. The focus of the review is on spending in relation to the results achieved. The interim report will be ready in June and then reviewed by Treasury Board.

All the programs will be reviewed within NRCan and feedback from TB will identify areas to improve upon. The final report will be ready in September for the Minister to review. This review will be used to establish the next year's budget. As information is available, there will be further communications with the bargaining agents.

The *NRCan HR Plan* is progressing with the emphasis on using advertised competitions as the norm. The Department stated that it is focused on the good management of acting positions. Bargaining agents requested a list of acting positions separated by bargaining agents, classification and length of rotation in the acting position.

The next meeting was set for the Fall of 2009.

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

Yours fraternally,

William Pynn,
National President,
Union of Environment Workers.