

June 15, 2010

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

RE: **NRCan LMCC – June 3, 2010**

The NRCan Labour-Consultation Committee met on June 3, 2010 with Brother Daryl Hoelke, Executive Assistant, and Sister Manon Desormeaux, Service Officer, attending. The following represents a summary of the issues addressed.

**Follow-up from the Previous Meeting:**

***Integrated Business Planning:***

The Department completed the Business Plan and it will be shared with the employees with an advance copy to the Bargaining Agents.

***Federal Public Sector Code of Conduct:***

Consultations with the Bargaining Agents will be in the Fall of 2010.

***Use of Temporary Agency Personnel:***

UEW requested a report on the use of temporary agency personnel. The Department indicated that the use of temporary help is decreasing. There are a significant number of projects such as the execution of the government action plan, IT and HR projects that require the use of temporary help. UEW re-emphasized that hiring and staffing in indeterminate positions is key and that the Department should consider term employment as opposed to temporary help.

***Parking Update:***

The Department provided an update on the parking situation. The changes would include the privatization of the parking lots which means that employees would not be able to pay their parking fee through payroll deductions. UEW raised concerns with respect to duty to accommodate and employees with disabilities and the barriers with which those employees face on a day-to-day basis.

## **Other Business**

### ***Consultation Issues:***

UEW is concerned about the lack of transparency from the Department. There needs to be an open discussion on consultation. Bargaining Agents put information forward; however, they believe that the process is confrontational.

The Bargaining Agents once again shared a letter concerning Union Recognition and emphasized its importance. There is a lack of understanding at the workplace and there needs to be a dialogue with middle management on the importance of consultation.

The Bargaining Agents noted that employees feel being involved with the Union is career limiting. For instance, with respect to the Policy on Use of Employer Facilities, all understand the intent of the Policy but the Department goes too far in requesting specifics. Further, a Department that is being recognized for its web application is not permitting the Bargaining Agents to have a WIKI page to post notices of meetings. Human Resources requires an overview of union activities before granting approval for posting union material. The Bargaining Agents should be allowed to post information using employer facilities without being scrutinized. As such, the question being posed is: If we cannot communicate, how can we inform?

UEW raised its concern that this is an issue at both the national and workplace levels. Lower-level management is where most of the issues rest. Union Recognition should therefore be at all levels, not just the national level.

The Department will take the Bargaining Agents' comments under advisement.

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.