

June 24, 2011

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

RE: **NRCan LMCC Meeting – June 3, 2011**

The NRCan LMCC met on June 3, 2011 with Brothers William Pynn, National President, Daryl Hoelke, Executive Assistant, and Sister Manon Desormeaux, Service Officer, attending. The following represents a summary of the issues addressed.

Budget:

UEW raised concerns with respect to the effect of the budget on NRCan employees. The Deputy Minister commented that at this point in time, NRCan is not in the same “risky” situation as are other Departments. Sector Heads have been requested to evaluate their Programs in order to address the outcome of Strategic Review. However, the Deputy Minister advised that NRCan is not in crisis mode.

UEW commented that although it appreciates the fact that there will be no significant impacts in the near future, employees do feel the pressure as it relates to the provisions contained within the Budget. There are increased frustrations and stressors because employees are doing more with less and their workload continues to increase because the employees who are retiring are not being replaced.

The Deputy Minister noted that there will be some challenges going forward and the Department needs to organize itself to maintain a vibrant workplace. With strategic review, changes will have to occur; however, with those changes, the Department acknowledge that it has to be smart about what those changes will be.

NRCan Employee Survey

The Department shared some results of the 2010 NRCan Employee Survey. Attached is a copy of the presentation to the Bargaining Agents for your review.

The Department shared its concerns with the results relating to harassment & discrimination and has advised that it will be communicating with its managers about the need for zero tolerance. However, it also noted that harassment is not only coming from managers/employees but also from outside the public service.

UEW commented that the Department should address the harassment issue through the education of its employees. UEW strongly encouraged the Department to take advantage of the Joint Learning Program and the courses available to PSAC members and departmental managers -- more particularly, courses relating to "Creating a Harassment-Free Workplace" and "Respecting Differences and Anti-Discrimination" .

All Sectors have to look at the results and do a breakdown by individual Sector. The data will be available to all staff through WIKI. The Deputy Minister advised that there is a need for a deep analysis and follow-through. The results will be shared with employees at the end of June.

Use of Temporary Help Service Contract (THS)

The Department shared an update about the use of Temporary Help Services. A copy of the presentation to the Bargaining Agents is attached for your review.

The total THS call-up value for Fiscal Year 2010-2011 is \$9.6 million -- a 20% decrease compared to Fiscal Year 2009/2010.

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.