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February 17, 2011

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

RE: **DOE Enforcement Branch – Meeting of January 27, 2011**

The DOE Enforcement Branch met with UEW on January 27, 2011 and it was UEW's first opportunity to meet with Gord Owen, the new CEO. Brothers William Pynn, National President, Daryl Hoelke, Executive Assistant, and Sister Manon Desormeaux, Service Officer, attended. Below is a summary of the discussions that took place.

### **Enforcement Operations Manual**

Gord Owen advised that the Enforcement Branch had created a number of focus groups to review a number of on-going issues within the Branch. Mr. Owen provided an update on the internal focus groups and any progress made to date. Once the internal review is completed, the Department will be in a position to share the Directives within the Enforcement Operations Manual with the bargaining agents for their input.

UEW advised Mr. Owen that until it is provided with copies of the translated draft Directives, it will be unable to provide feedback. Since the Branch conducted an internal review through focus groups, in order for our members to have an opportunity to comment on the Enforcement Manual and its Directives, UEW would need a reasonable time to communicate with its Locals and provide its members with an opportunity to send their feedback to the UEW national office. Also, due to the sheer volume of the Directives, an agreed-to process of providing these Directives requires some discussion.

Mr. Owen advised that although it was important to finalize the Operations Manual and the huge volume of Directives contained therein, it was also very important to ensure that appropriate consultation takes place with the bargaining agents.

### **CWS - Shift Scheduling**

UEW again raised concerns with respect to the issue of shift scheduling affecting the Canadian Wildlife Officers. UEW noted this issue has been on the agenda for quite some time without a final decision from the Department. That said, and noting the negative impact this initiative would have within the workplace based on the feedback received from across the country, the sense is that the status quo within these workplaces would be the way forward. UEW members have indicated that they would like to see closure on this issue.

**HR Framework/Consultation Process for Officer Development Program & Next Steps**

With respect to the Officer Development Program, the Enforcement Branch enquired as to how UEW wished to proceed with respect to consulting on the development of the Officer Development Program. Without the use of the Officer Development Program, the Branch advised that the staffing process continues through competition and the selection process.

The Department has established focus groups at the worksite and these groups are comprised of departmental employees. This is similar to the review being conducted with respect to the Enforcement Operations Manual. Once the information and input has been received, the draft of the Officer Development Program will be provided to the bargaining agents for input and consideration.

Prior to any consultation with the Department, Locals will be provided with a copy of all documentation received with a request that it be reviewed and input be provided

Should you have comments or questions regarding the foregoing, please do not hesitate to communicate with the national office.

Yours fraternally,

William Pynn,  
National President,  
Union of Environment Workers.

