

July 23, 2010

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

RE: **Meeting with Enforcement Branch - July 8, 2010**

The Department of Environment, Enforcement Branch, called a meeting on July 8, 2010 with Brother William Pynn, National President, and Brother Daryl Hoelke, Executive Assistant, attending. The following is a synopsis of the discussions that took place.

1. **Organizational Restructuring**

The Department reviewed the impact to the staff as a result of organizational changes. In general, of the 24 affected employees, 22 have been placed. Two GT 6 positions in Quebec have not been placed due to there not being enough positions into which they could be placed. Seven are currently in a salary-protected situation and two are on a pre-retirement Special Assignment Pay Plan (SAPP).

The GT 6 positions were again reviewed as well as the need for team leaders; however, the Department continues to be of the opinion that there needs to be less supervisory levels and fewer layers of supervision.

2. **Update on HR Management Framework**

The Enforcement Officer Development Program (EODP) is being developed starting with establishing consistency in work descriptions from the GT 3 - GT 8 levels. Robert Allen and Hal Sommerstad provided a progress report with respect to the competency-based Enforcement Officer Development Program. As drafts are developed, the Department will be seeking union input. The review by unions should take place well in advance of the anticipated classification decision as noted by the Department to be concluded by the end of September 2010.

The EODP will be introduced for the new hires and UEW expressed concern about the application of this Program for members not yet at the working level. Discussions concerning existing employees who are not at the working level will need to take place as UEW expressed concerns about the integration of these members into the EODP.

3. **Changes at HQ**

Manon Bombardier provided an update on the changes at headquarters. The Department noted that the reasons for the changes relate to providing National Leadership, Intelligence Capacity, Consistency, Improved Communications and to support an HR Plan.

The Department stated that a greater capability of developing strategic intelligence to be conducted in the Regions both operationally and tactically will be met with the development of a Manager of Intelligence position at HQ.

This new structure is at the very early stages of adoption and the Department stated that the regional structure will not be affected. The unions expressed some concern that both the Regional and National structures do not match up and may cause some confusion in reporting relationships. The Department will monitor this concern. The structure is anticipated to be completed by March 2011.

4. **Shift Schedule**

Sheldon Jordan provided an update on the work scheduling for Wildlife Officers. The Department expressed concern that there was a great deal of variation from region to region in scheduling work and addressing the hours of work. The unions expressed concern about the application of such a uniform approach because of the small number of officers in some locations and with the variations of operational needs from office to office. UEW warned the Department that grave consequences will result should shift schedules be introduced at the worksites. If there is a concern about consistency and a common application of the collective agreement, then this should be addressed by applying the collective agreement in a consistent manner and not by introducing shift scheduling when such an introduction would not make a lot of practical sense in many of the offices where there are a small number of people.

5. **Enforcement Operations Manual**

Martin Pomeroy provided an update on the progress with respect to amendments to the Manual. A national working group of employees (Directors and Senior Managers) has met to work on the Manual. The Operations Manual will also be reviewed by the Health and Safety Committee and a Task Hazard Analysis will be developed for some of the duties. An on-going consultation process will also involve the unions during the review and development of the Manual.

UEW advised the Department that issues reflecting any discipline need to definitely engage the union in consultation.

Should you have any questions or concerns relating to the above, please do not hesitate to communicate with the national office.

Yours fraternally,

William Pynn,
National President,
Union of Environment Workers.