

**ENFORCEMENT
BRANCH**



**DIRECTION GÉNÉRALE DE
L'APPLICATION DE LA LOI**

EB Labour Management Consultation Committee / January 27, 2011

**Fontaine Building
200 Sacré-Coeur, Gatineau
13th Floor (1378 Boardroom)
10:00 am – 12:00 pm**

Participants

Bargaining Agents:

- William Pynn, National President (UEW)
- Daryl Hoelke, Executive Assistant (UEW)
- Manon Desormeaux, Service Officer (UEW)
- PIPSC declined invite
- CAPE declined invite

Enforcement Branch:

- Gord Owen (CEO)
- Manon Bombardier (EED)
- Kim Hibbeln (ESD)
- Diana Desabrais (HR)
- Marc Sicard – present to provide update on the Officer Development Program

1. Welcome

Mr. Owen, CEO opened the meeting by welcoming the bargaining agents to this, his first Ad-Hoc Enforcement Branch Labour- Management Consultative Committee (EBLMCC) meeting.

UEW asked if the other bargaining agents were invited to the meeting as it did not want this to become a UEW issues meeting only that it was important for the others to

understand the issues as they work with and in some cases supervise UEW members.

Mr. Owen confirmed that they were invited but had declined. However, the meeting minutes would be provided to them and they will continue to be invited to subsequent meetings.

UEW asked for clarification on how the discussion and resolution of issues flow based on LMCC structure. The department confirmed that the normal practice should be that issues are discussed first at the lowest level possible which means at the Local and Regional levels. If they can't be resolved at either levels, then they are sent to an Ad-Hoc Branch UMCC at the National level and then on to the Departmental LMCC if required.

Human Resources confirmed that as a result of the creation of a working group on the Labour-Management Framework review within Environment Canada which is comprised of management and union representation, a survey has been developed to gauge how well LMCC's are working. The results will be rolled up for presentation to the working group.

As this was the first Ad-Hoc EBLMCC with the new CEO, we will complete this survey before the next meeting.

Mr. Owen explained his vision for the Branch and his goal to have it seen as one of the best enforcement organizations. He also talked about his 5 year plan and list of things that need to be addressed.

UEW confirmed that there will be a need to change the culture within the Branch but that they support the idea of a National organization that is consistent in implementing change, policies, etc.

Decision/Action:

- Mr. Owen confirmed that Diana Desabrais, HR portfolio Director, would take minutes for the meeting and when final they will be posted on the intranet.
- Agreed to schedule an EBLMCC two times per year.
- Agreed to meet on an Ad-Hoc basis as required.
- Review and completion of survey on effectiveness of EBLMCC.
- Diana Desabrais to confirm participants at regional LMCC's to ensure Enforcement Branch does have representation in each region.

2. Review of previous minutes (July 8, 2010)

Regional office restructuring: UEW requested an update on the reorganization, on the placement of affected employees, and a copy of the organizational charts.

Decision/Action:

- Diana Desabrais to provide an update on affected employees
- Branch to provide a copy of org charts once they are available

3. Follow-up on the enforcement operations manual

Mr. Owen provided update:

- All policies/directives are still in draft format.
- There are focus groups in place that are reviewing each directive and taking into consideration comments provided to date.
- National Working Group representative meets with EB management once per month when further direction is required on specific issues.
- Reinforced idea that if the Branch wants to be seen as a World class enforcement agency then this manual is needed.
- Expectation is that this manual is considered to be evergreen and that there may be a requirement to adapt certain policies as time goes by.

Mr. Owen offered to share the committee structure but UEW said it was not necessary.

UEW confirmed that they want to see the amended draft manual which consists of feedback received, to take to their members for consultation.

UEW requested that a reasonable time frame be provided to consult with its members and that there would be consultation on the entire Manual and not simply those policies/directives that may be contentious. UEW also asked that the Directives be provided in both official languages. Furthermore, UEW inquired whether or not there were outstanding management concerns with respect to the security aspect of the document given the document will be reviewed by both enforcement and non-enforcement union members.

Decision/Action:

- Agreed to provide policies/directives in blocks for consultation instead of the complete manual to facilitate the task.
- Ad-hoc meeting to be scheduled once a block of policies/directives are ready for

consultation.

- Review of remaining policies/directives will continue while consultation takes place.
- Branch will identify confidentiality concerns if required when a block of policies/directives is provided for consultation. Some will not be able to be shared at large by the union because of the potential threat in releasing certain information (ie. covert operations).

4. Update on work scheduling

UEW raised concerns with respect to the introduction of work scheduling and that there has been no information forthcoming from the Branch to the Bargaining Agents and employees.

UEW questioned the introduction of a shift schedule since some office locations only have one or two staff.

The Branch is reviewing comments received to date and is waiting for an interpretation from labour relations and Treasury Board regarding collective agreement wording.

UEW suggested that the Branch should only deal with the scheduling issue in the region(s) where it is an issue.

5. EB – LMCC Terms of Reference

UEW confirmed they did not see the need to have Ad-Hoc EBLMCC terms of reference-

With respect to the Special EBLMCC sub-committee, it was agreed that a committee would not be created at this time. An Ad-Hoc EBLMCC would be scheduled to review final drafts of the documents (i.e. Enforcement Operations Manual and ODP). Once final drafts are available they will be shared with the Bargaining Agents for consultation.

6. HR Framework / Consultation process for Officer Development Program & next steps

Mr. Owen provided update:

- Branch consulted with all employees across the country between October and December 2010.
- Currently preparing a summary that captures all the comments rec'd.

Mr. Owen offered to share this summary but UEW said it was not necessary at this time.

UEW confirmed that in the case of the ODP, they would prefer having a final draft of the program that takes into consideration all feedback received during the consultation. It would be this iteration that would be used to consult with their members.

Mr. Owen confirmed that it would be beneficial to have the program finalized prior to this year's intake of new officers in June, but he would prefer to take the time necessary to have the best product and not rush the consultation process.

UEW indicated that if their member's feedback is being taken into consideration and will be reflected in the next draft of the program documentation, the consultation process with members should not be too time consuming.

Decision/Action:

Agreed to schedule an ad-hoc meeting in order to provide an updated version of the program to UEW when completed.

Closing remarks:

Mr. Owen closed the meeting by thanking UEW for participating in the meeting and indicated that he looked forward to working with them and hearing their concerns along the way.

Meeting adjourned at 12:22pm