

June 23, 2011

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

RE: **Ecosystems and Fisheries Management (EFM) Sector UMCC**

The Ecosystems and Fisheries Management (EFM) Sector UMCC met on Tuesday May 17th, 2011 with Brother Daryl Hoelke, Executive Assistant, and Brother Luc Paquette, Service Officer, attending. The following is a synopsis of the discussions held.

Action Items From Previous Meeting

The Department stated that the **EFM Succession Planning** is currently under review at the National level. Phase 1 consists of information gathering and there is a plan for a cross-country focus group with an implementation date of April of next year. UEW requested that the Department consult on the plans as they are being developed.

The **Conservation & Protection and Habitat Protocol** is being reviewed and the responsibilities between the two will be clarified. UEW asked if the change would affect Fishery Officers' job descriptions. DFO wants to clarify the fact that West Coast Officers have authorities that are not the same as those on the East Coast and the Department's goal is to have a generic Work Description that would cover the authorities for both.

Regarding **Classification**, the Department has written some National Model Work Descriptions for the AS bargaining unit/classification and the regions have also developed some. The Department is looking into unifying what they have.

Core Agenda

Management Strategic Framework

The Department talked about its vision, mandate, values and its own governance system . UEW made a comment with respect to how the Department now seems to be justifying all the changes initiated by trying to fit the Strategic Framework to the changes when in fact the Framework should have been the leading concept for the change.

The Department indicated it strongly believes in the ecosystem and the prosperity of Canada's economy with a focus on delivery of operations to Canadians. The Department identified the development of the Framework as a natural next step and advised that a release of the document should be forthcoming in early Fall.

Licensing National Model Work Descriptions

A brief background on the development of the National Model Work Descriptions was presented by the Department. UEW questioned the Department concerning both the determination of the Classification Group used for the NMWDs (CRs vs PMs) and the fact that not all Regions deliver the services in a similar fashion. The Department responded that it recognized that there is still some further work to be done. The Department is, however, determined to implement a National Program in all Regions across Canada and is currently waiting for a decision from the Executive Management Committee with respect to the difference in service delivery among Regions. UEW issued a caution to the Department that even though the Department's objective is to have a National Licensing Program, there may be a need to recognize different requirements in the Regions and as such, have NMWDs reflect these differences. It may not be appropriate for all Regions to have the same NMWDs.

Fishery Officers' Work Descriptions

The Department advised that through consultation with the Fishery Officer's Working Group, it has revised the Work Descriptions. These NMWDs were sent to the Center of Expertise and came back with recommendations. There were no issues with the language itself but there were issues in relation to the reporting structure. The Department is reviewing the structure and will come back with a decision in September.

UEW noted that calls have been received from the members in the regions with respect to this issue and asked if any communications have gone out from the Department to the employees informing them of what is developing and where the Department currently is in the process. The Department acknowledged that a communication to that effect had not been issued and that it will endeavor to issue one.

Fishery Officers' Code of Conduct

The Department has approved the new Code but has not released it since the TB Code has not yet been approved.

The Fishery Officers' Code has been integrated into the Department's Code and a one page add-on has been included with the Department's Code in order to reflect the particularities and the specificities of the Fishery Officers.

The next meeting, depending on the issues, was suggested for October/November 2011.

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

Yours fraternally,

William Pynn,
National President,
Union of Environment Workers