

January 10, 2012

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 November 1st, 2011, with Brother Todd Panas, National President, Brother Daryl Hoelke, Executive Assistant, and Brother Luc Paquette, Service Officer, attending. The following is a synopsis of the discussions.

Following the roundtable and the special introduction and welcome to Brother Todd Panas, the Chair of the Committee, David Balfour, spoke to the changes that are currently ongoing within the Department. UEW then proceeded to request that WFA be put on future agendas as a standing item.

Review of Action Items

On the subject of the *EFM Strategic Review Framework*, the document is now ready for the Deputy Minister's Policy Group and its review.

With respect to the objection of the Department concerning the *OCCOE decision* in reference to the classification of the Licensing Officers from CR5 to PM1, the decision has yet to be rendered and is expected in late Fall.

With respect to the *Fishery Officers' Generic Job Description*, the Department was to communicate on the progress of the OCCOE in reference to the GT- 02, 03, 04 positions which it found could not be dealt with independently because they are interconnected to the GT-05, PM-05 and 06 positions. UEW advised the Committee that UEW had received no information and requested that it receive copy of what had been distributed to employees in order that UEW may respond to it properly if required.

Agenda Items

With respect to the *Deficit Reduction Action Plan (DRAP)*, Chair David Balfour advised the Committee about an invitation to all employees to attend a town meeting that took place in Ottawa where he and the Director-General responded to questions. Following this initial meeting, other meetings were being scheduled. The Department advised that the plan was to minimize adverse effects on affected staff and re-affirmed the Department's commitment in this regard. The next step involves the development of the merit criteria to be used to select and identify the affected employees.

Agenda Items (Cont'd)

UEW requested that the Department share the *merit criteria system* once finalized because it had strong reservations about the direction in which DOE is currently going with respect to the development of the system on its own. UEW made a point to remind the Department about its commitment to communicate the information but put emphasis on the “how” which, in its view, is paramount. Now is the time to ensure that all employees are treated fairly.

On the subject of *C&P positioning*, T. Swerdfager made a presentation called *C&P 2012 Positioning C&P for Continuing and Expanded Success*. The purpose of this exercise (based on three consultation information-gathering sessions in Toronto with other regions to be scheduled in the future), is to improve the efficiency with which C&P operates. It was pointed out that this was not a strategic review or cost-cutting exercise but rather was about effectiveness. The analysis addresses all aspects of the operation; i.e., the number and types of vehicles used by DFO, the training obligations and certification to tracking of vessels, and the communication tools used. The implementation phase would span over one year from the end of 2011 up to November of 2012.

On the subject of *C&P Regional Resource Review*, UEW enquired as to why the document was never tabled at the N.B./P.E.I. RUMCC as promised.

Chair David Balfour responded that the report had been completed. However, the Department was not pursuing it but was instead using the document titled *C&P 2012 Positioning for Continuing and Expanded Success* instead. The Chair then added that he would meet with the appropriate managers and have the appropriate information brought to the RUMCC.

On the subject of *Fishery Officers' positions*, UEW enquired as to the progress as this has been on-going since last Fall.

The Department advised that the work had been referred back due to inaccuracies and for clean-up. The Department had no more information to share on the actual status of the work. UEW noted that it was disappointed and pointed out that there appears to be a communication problem insofar as information being provided to bargaining agents. UEW requested that it be advised when matters are put on standby for undetermined reasons.

The meeting was adjourned and the next one will be scheduled within the next six months.

Yours fraternally,

Todd Panas,
National President,
Union of Environment Workers.