

June 24, 2011

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

RE: **Union-Management Consultation Committee Meeting - Oceans and Science Sector, DFO**

The DFO Oceans and Science UMCC met on Monday May 30th, 2011 with Brother Daryl Hoelke, Executive Assistant, and Brother Luc Paquette, Service Officer, attending. Brother Sylvain Guimont, RVP Québec, also attended through telephone conferencing. The following is a synopsis of the discussions held.

Following opening remarks, the Department opened the meeting by reviewing action items from the previous meeting.

On the subject of the *Appendix I of the TC collective agreement*, the Department advised that employees had been provided with a communiqué concerning the Appendix. UEW expressed its concern that the communiqué was not effective inasmuch as the members were still wondering where they stand when it comes to the issue of overtime. UEW questioned how the Department was actually dealing with the scheduling of employees and pointed out that employees are well into their field season. The Department should not have presumed that simply providing employees with a copy of the Appendix was sufficient.

The Department replied that it was surprised that there was an issue about the interpretation and application of the Appendix and advised that it was going to communicate once again with the affected employees about the Appendix and its content.

This issue will be revisited at the next UMCC meeting. UEW requested that the Department report back on the steps it will be taking to reach employees and requested that the Department report back with clarifications on the scheduling of employees and how these employees will be paid under Appendix I.

Core Agenda Items

Update on the AS Classification

The Department advised that the Pacific Region had developed a model which was reviewed in January 2011 by the OCCOE and which is currently being deployed. UEW enquired as to the actual member's involvement in the development of his/her own Work Description and was advised that the relevant staff had reviewed the suggested models and had kept the comments they felt were pertinent insisting that, although there may be disagreements, they would strive for understanding on both sides.

Retention of EG 06 within the Canadian Hydrographic Services (CHS)

Brother Sylvain Guimont, RVP, Quebec Region, spoke to the Committee about the importance of retaining the EG 06 classification for the positions within the CHS in order to guarantee a natural career progression for employees in the EG 05 classification.

Brother Guimont provided a history as to how the progression occurred within the EG classification level from its origins and pointed out that the new educational requirements imposed by those classified as EN-SUR 03s rendered natural career progression null and void for many of the employees classified at the EG 05 level.

Brother Guimont spoke about the effects on employee morale and although he understands that not all positions may be retained as some positions are job-specific, he stressed the importance of keeping some of these positions classified at the EG 06 level.

It was agreed that this issue would be brought to the attention of the Director-General and would be revisited at the next meeting for a response from the Department which addresses the concerns of both UEW and Brother Guimont.

Consultation with Unions on Labour Relations

UEW expressed its disappointment in the quality of consultation that is currently being experienced within the Department. When Labour Relation issues are brought forward, preference should be given to expediency in an effort to resolving them. UEW values its member's points of view, is of the opinion that consultation is beneficial to both parties, and would hope that the Department shares this view as well.

The Department made a commitment to UEW that it would endeavor to engage the Union earlier in consultation process.

As a footnote, UEW advised the Committee that its members are interested in what transpires from the UMCC meetings and that it would be beneficial for all employees to have the Minutes posted on the Department's Website as soon as possible. The Department agreed and advised that it would ensure that the Minutes are posted as soon as possible following the meeting.

The next meeting will be tentatively scheduled for September 2011.

Yours fraternally,

William Pynn,
National President,
Union of Environment Workers.