

December 22, 2010

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

RE: **Oceans and Science UMCC**

The DFO Oceans and Science UMCC met on November 19, 2010 with Brother Daryl Hoelke, Executive Assistant, and Sister Paula Dignan, Service Officer, attending. The following is a synopsis of the discussions held.

UEW expressed its disappointment with the follow-up action on behalf of DFO Oceans and Science management with respect to a separate meeting held on January 22, 2010 regarding the issues of captive time and shift changes for EG's working in the Sea Lamprey program of DFO. It is UEW's view that if we are to take consultation with the employer seriously, both the employer and the bargaining agents need to commit to the process. At the time of writing this summary, UEW continues to wait for a response.

### **EG-06 NMWDs**

In June 2010, DFO confirmed that there was to be an EG-06 NMWD. To date, this NMWD has not been written and UEW requested an update on the progress with the development of the Model.

The Department noted that there was a need for an EG-06 Model in both the regular Oceans Science stream and for the Canadian Hydrographic Service (CHS). The Department advised that a working group to write the job description would be set up.

UEW advised that over the last several years, it has advised the Department that attention needs to be brought to the career progression opportunities for the EG group and that Oceans and Science must recognize the important contributions of the EGs and ensure that they are provided meaningful career opportunities.

### **Classification**

UEW inquired about the progress with reviewing and updating job descriptions for administrative support positions in Oceans and Science. DFO management advised that no update was available at this time. Management committed to review all classification priorities and would then be able to advise on timelines regarding the sector classification review plans.

### **Acting Guidelines**

UEW questioned whether the Guidelines now titled Questions and Answers had been vetted against the Guidelines for Acting Appointments written by the PSC.

DFO stated that the Questions and Answers would be for managers to use as examples. UEW again indicated that Human Resources' Policies should be consistent for all employees and noted that the provisions of the collective agreement sufficiently outline the criteria relating to when acting pay should be approved. UEW will encourage its members to ensure that their collective agreement rights are respected regardless of any existing management tool outlining examples of acting within CHS.

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.