

January 12, 2012

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

RE: **DFO Ecosystem Oceans and Science Sector UMCC**

The DFO Ecosystem Oceans and Science UMCC met on Tuesday October 18<sup>th</sup>, 2011 with Brother Todd Panas, National President, and Brother Luc Paquette, Service Officer, attending. The following is a synopsis of the discussions.

Following introductions, Chair Siddika Mithani welcomed everyone including Brother Todd Panas as the newly-elected National President of UEW.

At the onset, UEW requested that WFA be added as a permanent item on all future agendas.

With respect to *Appendix I of the TC collective agreement*, UEW commented that although the issue was on the table before the Technical Services Negotiating Team, there was still room for progress in making things better for our members at the Sea Lamprey Control Centre and asked whether or not the employer was doing anything in the interim to resolve the issue for our members.

The Department's stance on this issue is that there is no significant change in the work field and in its opinion, the areas are the same and the only issue is the compensation aspect as they are deemed shift workers. The Department chooses the status quo on this issue.

### ***EG-06 to ENS-03***

At the previous meeting, Brother Sylvain Guimont, RVP, Quebec Region, made a proposal to keep EG-06 positions in the structure to offer a career progression that is otherwise unfeasible due to the new ENS-03 scholar requirements. UEW enquired whether the Department had followed through and whether or not it had an answer to provide to the Committee.

For now, the Department has no immediate plans to eliminate any of the existing EG-06 positions that are currently found in the structure. This being said, the Department did indicate that it would be defining its mandate and taking a good look at its needs for now and the future in order to determine whether or not it needs more or fewer EG-06 positions or the ENS-03 positions.

Following the decision rendered with respect to Brother Pierre Carter's case (i.e., partially upheld), the Department is identifying all positions that have a requirement for firearms in order to reintroduce this element within the job descriptions. The plan is to send those modified job descriptions back to the Organization and Classification Centre of Expertise (OCCOE). This being said, it is the Department's opinion that the added language will not have a significant impact on any of the classifications.

*EG-06 to ENS-03 (Cont'd)*

UEW expressed its concern with such a hasty analysis as there is an obvious difference in risk evaluation and management of such a factor. There are inherent risks in all jobs but that degrees between holding a pen and holding a weapon are worlds apart.

*Strategic Review*

The Department re-affirmed that there will be spending reductions of 56 million over the next 3 years. Impacts on the national scale over this period for the various Sectors are expected to be as follows i.e., Fishery Management, 22 positions; Aqua Culture Science Program, 11 positions; Habitat and Ecosystem Science, 23 positions; and Canadian Hydrographic Services, 21 positions.

UEW asked whether or not WFA Committees would be established in the Regions and whether or not we could get a breakdown of impacted positions by region, groups and levels as well as a listing of vacant positions and attrition rates. UEW also enquired about the Department's replacement strategy and what percentage of employees the Department estimated could find employment within the organization.

The Department responded that it did not have the numbers but once it had completed its own reconciliation exercise, it would share the information with the bargaining agents. As of yet, the Department can predict that some of the positions will be vacant, some will come from attrition, and some will see a reasonable job offer. As an example, the Department advised the Committee that it had to put together a vacancy plan as it was requested to put all of its vacancies on the table.

Next meeting will be scheduled in April 2012.

Submitted on behalf of the National Office