

June 29, 2009

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

Re: **DFO Science Sector UMCC**

The DFO Science Sector UMCC met on June 9<sup>th</sup>, 2009 with Brother Daryl Hoelke, Executive Assistant, and Sister Paula Dignan, Service Officer, attending. The following represents a summary of the issues addressed.

### **Classification**

A representative from the Organization and Classification Centre of Expertise (OCCOE) stated that the EG classifications are nearing completion and delays are now attributed to outstanding managerial audits. The Department hopes to complete this exercise by the end of the summer.

The implementation of AS and CR administrative models for Science was also addressed. UEW was advised that the Department is in the process of looking at Key Activities and initiating the consultation phase with both management and employees. There was a discussion of best practices and lessons learned regarding the implementation of the BI and EG models. UEW noted that a major concern is the proposed classifications which suggest to employees that their classifications have been pre-determined.

With respect to the EG06 National Model issue, UEW expressed the concern about the reduction in the number of EG 06s in Science. The Department acknowledged the concern and indicated that UEW concerns regarding career progression will be discussed with senior management throughout the Summer. A special meeting will be scheduled in the Fall to identify what specific measures can be implemented to address this concern.

### **Science HR Strategy**

With respect to an inter-departmental EG06 Science and Technology recruitment pool, the Department has three positions to fill. The pool was co-ordinated by the Public Service Commission and the statement of merit and interviews will begin shortly.

The Department has developed a Retention and Orientation Guide including a checklist for new employees. Bargaining Agents will be provided with a copy and given an opportunity to provide feedback/input.

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.