

**CF HEALTH SERVICES UMCC  
MEETING OF APRIL 11, 2012**

**UNDE EVP/OPI CFHS REPORT**

<http://www.forces.gc.ca/health-sante/default-eng.asp>

Colonel Weger, COS, called the meeting to order; Sister Simone Gardezy, PIPSC representative, as co-chair. The COS stated that in the interest of time he would like to proceed with imperative agenda items and that he would respond to the outstanding matters secretarily. The agenda was amended to read:

4. Old Business:
  - a) Review of Excluded Positions
  - b) Identification of Grievance Officers
  - c) Professional Development – COS secretarily by email
  - d) Varying the Work Week – COS secretarily by email
  - e) Immunization – COS secretarily by email
  - f) Employee Professional Review & Employee Files – PIPSC to follow up by email
  - g) Health and Safety Committees – COS secretarily by email
5. New Business
  - a) EAP Program – deleted, closed at last meeting

The December 14, 2011 meeting minutes were accepted as presented.

**Old Business**

**Review of Excluded Positions AND Delegation of Grievance Responsibility.** After approximately two years of review, and a prior commitment to a fair review and the likely return of some of the AS 5 managerial excluded positions to the bargaining unit, the COS advised that based on Treasury Board advice, and in an attempt to resolve issues at the lowest level possible, it has been decided that the AS 5 manager positions will remain excluded with the delegated grievance officer responsibility. COS also stated that the Health Services Redress of Grievance Policy 3100-34 will be revised to reflect this decision.

Ongoing for  
Consultation  
on the Policy  
Document

The current grievance steps, which were shared in March 2012, will remain in place until the policy is revised and the exclusion process is finalized.

The eventual revised process will be (where applicable): 1<sup>st</sup> level, AS 5 Manager; 2<sup>nd</sup> level, Clinic CO.

UNDE EVP stated that UNDE is not happy with this decision having been lead to believe that excluded members would be returned to the bargaining unit. And that some excluded employees who wished to be returned to the bargaining unit will be disappointed also. Employees have stated that in reality they do not have the delegated authority to hear and resolve grievances except on paper. And that, in some cases, the employees did not know they were excluded to hear grievances until it was confirmed by UNDE.

UNDE EVP stated that UNDE also supports resolution of workplace issues at

the lowest possible level but that, in her experience as a DND employee, no military manager truly gives up their right to manage to a civilian employee regardless of the civilian's classification level. PIPSC supported UNDE's position that this grievance structure as proposed will be a waste of time resulting in all grievances ultimately ending up at the final level.

UNDE EVP asked if it is anticipated that more AS 5 positions will be proposed for exclusion as a result of this decision? The response was yes.

The UMCC also discussed the impending cuts to the DG ADR structure and how the cuts will negatively impact on an already resource extended program. UNDE and PIPSC agreed that it is disappointing to see a program that was so strenuously promoted cut to the extent that has been proposed.

**NOTE:** Positions are considered excluded as soon as they are submitted to the Public Service Labour Relations Board. Once notified, employees proposed for exclusion should insist that the **deduction of union dues cease**, not continue and be held in abeyance for years as has been done in some locations.

If PSAC objects to the exclusion, and the objection is upheld, then the position is returned to the bargaining unit and the dues deductions are commenced.

## **New Business**

### **Budget Cuts**

In response to UNDE and PIPSC questions, the COS advised the following budget impacts on CFHS:

- \$8.5M cut in SWE
- \$19M cut in contracts
- Loss of 115 public service positions (as of today), 45 positions identified for elimination:

PSAC/UNDE	PIPSC	CAPE
1 x AS 1	1 x CS 1	3 x EC 5
x AS 4	2 x MDMSP 2	1 x EC 7
3 x AS 5		
5 x AS 6		
2 x AS 7		
5 x CR 4		
2 x ED EDS 3		
18 x EG 5		

COS advised that these positions represent approximately 1/3 of the anticipated cuts, it is hoped that the remaining 2/3 will be met through attrition. He also advised that CFHS took a functionally based approach.

A town hall was held in the NCR last week and it is intended that the affected letters will be distributed by the end of this week so that employees can identify their preferred option and be registered in the priority bank as soon as possible.

If a town hall is requested from a location outside of the NCR, he is prepared to schedule and attend.

UNDE EVP stated that UNDE does not believe that the real growth in the department has been in the areas that have been proposed for cuts, adding that in her opinion the areas where the real growth has taken place are not facing any cuts and in fact are still staffing.

UNDE EVP questioned the numbers. Using the dental hygienists as the example, the list provided to UNDE identified 35 positions, why has Health Services only identified 18? COS explained that these cuts are a result of a decision that preventive care, such as teeth cleaning, will no longer be provided. All 35 dental hygienist positions are considered affected, but 17 positions will remain to provide periodontal care.

UNDE EVP asked how it will be determined who remains and is CFHS prepared to pay relocation costs? COS responded that no relocation costs will be required, retention selection processes will be conducted geographically.

UNDE questioned why Valcartier, a key deployment base, is on the list but not Petawawa or Edmonton? COS advised that he did not have the numbers for Petawawa, however, the two EG 5 positions in Edmonton are currently funded but vacant and the services are being provided by Calian workers. COS was asked why CFHS was cutting two public service workers and Calian is providing the service? COS advised that it is a head count, he cannot backfill the two positions because it would increase the public service numbers. UNDE EVP confirmed that the two Calian employees, providing preventative care, will also be eliminated.

COS also advised that clinics having only one dental hygienist are not affected.

UNDE EVP stated that two meetings ago the unions were told that contracted workers could be rolled into public service positions; COS confirmed that this is no longer the case. The unions questioned the cost effectiveness of paying for a 3<sup>rd</sup> party service provider.

UNDE EVP also challenged the rationale of having employees compete for the one AS 1 position identified for elimination. The COS advised that it was determined that there are 10 AS 1 positions in the headquarters essentially work under the same work description. To be fair, all are considered affected and participate in the retention selection process. UNDE EVP questioned how it is considered fair?

UNDE EVP stated that CFHS is the second directorate under CMP to identify this retention selection process, she asked who provided the advice to proceed in this manner. COS responded ADM HR Civ.

**UNDE EVP closed by stating that UNDE will recommend that every employee who is forced to compete for positions they have already successfully competed for in the past and been hired for, and who are subsequently unsuccessful in the retention selection process, file a PSST complaint.**

**Standing Items**

**Contractors in Health Services Positions.** COS advised that there are currently 233 contracted positions: 184 in the professional classifications (doctors, dentists, etc) and the remaining 49 in other functions (technicians, physio-therapists). COS confirmed that there is no staffing freeze but that staffing processes must meet other approvals. The practice is to initiate the staffing process and to use Calian in the interim until the process is complete.

**Grievance Report:** Will be provided secretarially.

**Employment Equity Statistics.** New statistics should be available end-April 2012.

**Next meeting.** June 2012 (TBC). Questions/comments welcomed.

In solidarity,  
*Submitted Electronically*  
Mary Chamberlain  
UNDE Executive Vice President