

Union Management Consultation Committee (UMCC)

2 June 2014, 1300
Conference Room "B", 13ST
National Defence Headquarters, 101 Col By

Co-Chairs: Michael Martin, Senior Associate Deputy Minister
Milt Isaacs, President, Association of the Canadian Financial Officers (ACFO)

Members: LGen Guy Thibault, Vice Chief of the Defence Staff
RAdm Mark Norman, Commander, Royal Canadian Navy
LGen Marquis Hainse, Commander, Canadian Army
MGen Richard Foster, representing, Royal Canadian Air Force
Jamie Pitfield, Assistant Deputy Minister, (Infrastructure and Environment)
Cynthia L. Binnington, Assistant Deputy Minister (Human Resources-Civilian)
Len Bastien, Assistant Deputy Minister (Information Management)
Marc Fortin, Assistant Deputy Minister (Science and Technology)
John Turner, Assistant Deputy Minister (Materiel)
MGen John Milne, representing Assistant Deputy Minister (Finance Corporate Services)
Cmdre Lynn Bisson, representing Chief of the Military Personnel

John MacLennan, National President, Union of National Defence Employees (UNDE)

Matt Vanner, representing National Consultation Team, Professional Institute of the Public Service of the Canada (PIPSC)

Richard Cashin, President, Federal Government Dockyard Chargehands Association (FGDCA)

Lorne Brown, President, Federal Government Dockyard Trades and Labour Council (East) (FGDTLC-E)

Des Rogers, President, Federal Government Dockyard Trades and Labour Council (West) (FGDTLC-W)

Jean-Marc Noël, President, Canadian Military College Faculty Association (CMCFA)

Joy Thomson, representing, Canadian Merchant Service Guild (CMSG)

Bob Kingston, President, Public Service Alliance of Canada (PSAC), Agriculture Component

Paul Cameron, representing Business Manager, International Brotherhood of Electrical Workers (IBEW Local 2228)

ITEM 1: OPENING REMARKS

1. Mr. Martin welcomed the members and introduced Mr. Jaime Pitfield the new Assistant Deputy Minister (Infrastructure and Environment). Mr. Martin asked everyone to introduce themselves.

2. Mr. Martin explained that the Department had been focusing on renewal activities, which would be reviewed throughout the meeting. Mr. Martin encouraged the members to raise any issues they felt needed to be addressed at this level.

ITEM 2: ACCEPTANCE OF PREVIOUS MINUTES / ACCEPTANCE OF AGENDA

3. Mr. Isaacs requested the members' acceptance of the minutes of the 2 December, 2013 National UMCC Meeting. Mr. Kingston acknowledged that though he had already seen and approved the draft of the minutes, he now thought that they did not quite capture his understanding of the Round Table discussion reflected in paragraph 40. Mr. Martin explained that LGen Thibault, Vice Chief of Defence Staff (VCDS) group would be making a presentation to hopefully address all the issues related to the Defence Establishment Physical Security and Police Response. Mr. Isaacs suggested that since the minutes had already been signed off based on input from the members, the minutes stand and the discussion on the Physical Security issue be reflected in the minutes of the instant meeting. It was agreed.

4. Mr. Isaacs asked if there were any agenda items to add. No members had any items to add so the agenda was accepted by the committee members.

ITEM 3: PREVIOUS BUSINESS

5. Mr Martin reviewed the action items and explained that Defence Renewal, Destination 2020 and Defence Establishment Physical Security and Police Response were on the agenda today to respond to the action items from the 2 December 2013, UMCC National meeting.

ITEM 4: BRIEFING ON DEFENCE RENEWAL

6. Mr. Martin introduced MGen Milne, representing ADM(Fin CS) and the Defence Renewal Team, to provide an update on Defence Renewal.

7. MGen Milne explained that since the roll out of the Defence Renewal Initiative, the first round of townhalls had been completed and the second round was underway, using communities of interest and networks. He also outlined the achievements that had been realized since the onset of the initiative and informed the members that the governance structure had been successful in producing timely decisions, such as centralization of 911 services and ammunition. MGen Milne highlighted the fact that an annual report would be developed to demonstrate the work of the Defence Renewal Initiative.

8. Mr. MacLennan raised the point that the chain of command needed to be better briefed so that the processes were understood. MGen Milne explained that this was an area of focus for of the Defence Renewal Team.

ITEM 5: DESTINATION 2020

9. Mr. Martin introduced Mr. Edison Stewart ADM(PA), to provide an update on Destination 2020.
10. Mr. Stewart provided an update on the engagement that had occurred throughout the department and the whole of the federal government.
11. Mr. Stewart also outlined what DND planned to do for Destination 2020 and briefed on the key points in the Destination 2020 report prepared by the Clerk of the Privy Council.
12. Mr. Stewart expanded upon the five main initiatives for implementation for Destination 2020 1) Innovative practices and networking; 2) Processes and Empowerment; 3) Technology; 4) People Management and 5) Fundamentals of the Public Service. Mr. Stewart finished by summarizing the way forward for DND within the scope of Destination 2020.
13. The Bargaining Agents raised the point that many of their members were somewhat cynical of the initiatives outlined. Mr. Martin expressed his understanding and stated that the initiatives will need to be seen in action in order to increase the engagement of employees.

ITEM 6: PHYSICAL SECURITY AND POLICE RESPONSE

14. Mr. Martin asked LGen Thibault to introduce Cdr Lucie Tremblay to deliver the presentation on the Defence Establishment Physical Security and Police Response item.
15. Cdr Tremblay covered the background on the issue that had been brought up at the last National UMCC Meeting in reference to the RCN's establishment of Formation Physical Security Working Groups and Base policies on an active aggressor scenario. The main issue was the level of communication and consultation that was raised as a concern.
16. Cdr Tremblay explained that the program and procedures in response to the workplace violence had been established in order to address all types of incidents. She outlined the police response portion of the Immediate Action Rapid Deployment (IARD), i.e. the immediate deployment of law enforcement resources to an ongoing, life-threatening situation where delayed deployment could result in death or grievous bodily harm to innocent person. She further explained that the intent was to ensure that an active aggressor scenario was covered as part of the "all hazards" approach. Any communications and awareness campaigns would take a national approach.
17. Mr. Kingston expressed further concern with the level of consultation that had taken place for this process. LGen Thibault responded by expressing his view on the compliance to the *Canada Labour Code* when this was an issue of security of a Defence Establishment which was not an issue within that policy. Mr. Isaacs felt it would be helpful if Mr. Kingston would provide written examples of his concern so that the VCDS could respond appropriately. *Action Item: PSAC Agriculture Union to provide the VCDS with examples of his members' concerns. It was also agreed that issues of this nature needed to be addressed in the appropriate forum, the National Health and Safety Policy Committee.*

18. Mr. Vanner posed questions related to the jurisdiction of these issues and if they would pertain to outside buildings near the government sites. Cdr Tremblay explained that this was a matter of jurisdiction and was why there were exercises to ensure that everyone understood what to do.

19. The Bargaining Agents also raised questions on the mental health initiatives for those involved in these situations after they occur. Ms. Binnington explained she would follow-up on this point.

ITEM 7: LEVEL 1 UPDATES

20. Mr. Martin asked all the L1's to provide an update on their area.

21. CA: LGen Hainse updated the members on the new terminology in use in the Army. Employees were getting used to the new chains of command. He explained that the Army had reached all SR/DRAP targets and were hiring again in the areas of health and safety.

22. RCAF: No issues to raise

23. ADM(PA): Mr. Stewart advised that his branch had reorganized 1 April and they were presently working on an overhaul for the intranet.

24. ADM(IE): Mr. Pitfield noted that IE had been through a reorganization of staff and was through its centralization of Real IOC. He stated the group was on track for their reductions goals for 2015 and was presently developing work descriptions for the jobs that filled the competency gaps.

25. ADM(Mat): Mr. Turner explained that his branch had reached its reduction targets primarily through attrition and it had been given back the delegation of authority to hire. He explained that all moves had been completed between the two main buildings at the Louis St Laurent site.

26. VCDS: LGen Thibault wanted to note that the National Day of Honour on the Hill had been a great success and though the attention was on those in uniform it constantly needs to be reinforced that without the entire defence team there would not be success.

27. He noted that in the security area there would be an important focus on physical security and intelligence, and hiring would be concentrated in the cyber and general space capabilities during the next year.

28. LGen Thibault also explained that the Carling Campus move had been signed off and there would only be seven locations in the NCR which would contain operations.

29. LGen Thibault noted that his organization had achieved its SR/DRAP targets and all WFA situations had been resolved.

30. RCN: VAdm Norman explained that the significant restructuring of the Navy was now 12 months in and had affected all levels including management and the focus was now on the responsibilities of the areas. The RCN was still below the target so it was now rehiring in areas of need. VAdm Norman also stated that the need was to rebalance the workforce. He assured the members that the apprenticeship program was an important part of this initiative. Mr. Brown raised a concern about the number of apprentices and their inclusion in the FTE count. Mrs. Binnington confirmed that apprentices did fall under total FTE count and this point would be addressed at the UMCC HR-Sub committee meeting on 6 June 2014.
31. ADM(Fin CS): No issues to raise
32. ADM(S&T): Dr. Fortin explained that his organization had taken the last six months to review the S&T program and how it supported the departmental mandate. He explained that the review had been completed and there was a greater clarity on the work that would be done in S&T to support the department. Mr. MacLennan inquired about the future of HMC Quest. VAdm Mark Norman explained that the future of the Quest was under review and that no decision had been taken. Dr. Fortin confirmed that S&T would continue to support the Navy.
33. CMP: Cmdre Bisson noted that CMP continued its commitment to staffing mental health support positions and that Borden was well underway with the centralization of real property management under ADM(IE).
34. ADM(HR-Civ): Mrs. Binnington explained that ADM(HR-Civ) had met its DRAP reduction targets and that all Human Resources Business Managers (HRBM's) had been successfully integrated.
35. Mrs. Binnington informed the members that the Public Service Employee Survey was to be issued at the end of August and DND was hoping to achieve a higher level of returns in by using a strong communications strategy.
36. Mrs. Binnington noted that in reference to the Performance Management Initiative, 77% of managers had taken the mandatory course and that 3500 non-management employees had also taken the course. She noted that all Bargaining Agents could have access to the course.
37. Mrs. Binnington concluded by explaining that the EAP Program would be discussed at the following UMCC HR-Sub Committee meeting that would be held on Friday 6 June 2014. Mr. MacLennan expressed his concern with the lack of training of new RA's.

ITEM 8: ROUND TABLE

38. IBEW: Nothing to raise
39. FGDT&LC (W): Nothing to raise

40. CMSG: Nothing to raise
41. FGDCA: Nothing to raise
42. FGDT & LC (E): Nothing to raise
43. CMCFA: Nothing to raise
44. PIPSC: Nothing to raise
45. UNDE: Mr. MacLennan advised that the members of UNDE would not take part in the Public Service week.
46. PSAC Agriculture Component: Nothing to raise

ITEM 9: NEXT MEETING AND CLOSING REMARKS

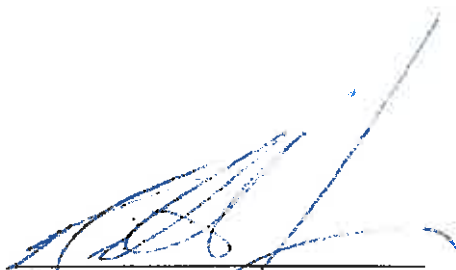
47. Mr. Martin expressed his appreciation for the members of the committee and their open and frank conversations. He had always been impressed with the tenor of mutual respect. He noted that there had been many updates on change agenda and that the DND focus that was on renewal. He thanked everyone for their participation in the meeting.
48. Mr. Isaacs noted his appreciation for the benchmark of respect this committee had shown him in comparison to other departments. He reminded everyone that the Public Service was a professional organization and investment was needed on the people resource. He noted that he was looking forward to the innovative solutions.
49. Mr. Martin advised that the next meeting would be held on the 1 December 2014.

Approved by:



AUG 25 2014

R.B. Fadden
Deputy Minister
Co-Chair



M. Issacs
President, ACFO
Co-Chair