

Union Management Consultation Committee (UMCC)

2 December 2010, 1330 – 1530hrs, Conference Room “B”, 13ST
National Defence Headquarters, 101 Col By

- Co-Chairs:**
- Mr. R. Fonberg, Deputy Minister
 - Mr. D. Rogers, President, Federal Government Dockyard Trades and Labour Council (West) (FGDTLC-W)
- Members:**
- Mr. M. King, Associate Deputy Minister
 - VAdm A.B. Donaldson, Vice Chief of the Defence Staff
 - Cmdre J. Newton, Representing Chief of the Maritime Staff
 - LGen P.J. Devlin, Chief of the Land Staff
 - LGen J.P.A. Deschamps, Chief of the Air Staff
 - Mr. D. Ross, Assistant Deputy Minister (Materiel)
 - Mr. L. Surtees, Representing Assistant Deputy Minister (Finance and Corporate Services)
 - Ms. C.L. Binnington, Assistant Deputy Minister (Human Resources-Civilian)
 - RAdm A.M. Smith, Chief of the Military Personnel
 - MGen D. Benjamin, Representing Assistant Deputy Minister, (Infrastructure and Environment)
 - Mr. K. Radford, Representing Assistant Deputy Minister (Information Management)
 - Mr. R. Larose, Representing Assistant Deputy Minister (Science and Technology)
 - Mr. J. MacLennan, National President, Union of National Defence Employees (UNDE)
 - Mr. L. Brown, President, Federal Government Dockyards Trades and Labour Council (East) (FGDTLC-E)
 - Mr. T. Denault, President, Federal Government Dockyard Chargehands Association (FGDCA)
 - Mr. M. Isaacs, President, Association of the Canadian Financial Officers (ACFO)
 - Dr. J-M. Noël, President, Canadian Military College Faculty Association (CMCFA)
 - Ms. D. Forsythe, representing the Public Service Alliance of Canada, (PSAC) Agriculture Component
 - Mr. G. Maxwell, President, National Consultation Team, Professional Institute of the Public Service of the Canada (PIPSC)
 - Mr. D. Boulet, Business Manager, International Brotherhood of the Electrical Workers (IBEW Local 2228)
 - Ms. J. Thomson, Representing Canadian Merchant Service Guild (CMSG)
- Regrets:**
- VAdm P.D. McFadden, Chief of the Maritime Staff
 - Mr. S. Stevenson, Assistant Deputy Minister, (Infrastructure and Environment)

Mr. J. Turner, Assistant Deputy Minister (Information Management)
Mr. K. Lindsey, Assistant Deputy Minister (Finance and Corporate Services)
Mr. M. Boucher, President Canadian Merchant Service Guild (CMSG)
Mr. B. Kingston, President, President, Public Service Alliance of Canada, (PSAC) Agriculture Component

ITEM 1: OPENING REMARKS

1. Mr. Fonberg thanked Mr. MacLennan for his tenure as Union Co-Chair and welcomed Mr. Rogers as the new Union Co-Chair. Mr. Rogers expressed gratitude to the union members for his nomination and, on behalf of the unions, he thanked Mr. MacLennan for his time as Co-Chair.
2. Mr. Fonberg welcomed the Associate Deputy Minister, VCDS, CLS, CAS and CMP, who were attending their first meeting. He also thanked Dr. Walker for his participation on the Committee.

ITEM 2: ACCEPTANCE OF PREVIOUS MINUTES / ACCEPTANCE OF AGENDA

3. Mr. Rogers asked for the Committee's acceptance of the previous minutes and of the agenda. The minutes and agenda were accepted.

ITEM 2 (continue): PREVIOUS BUSINESS

4. Mr. Fonberg reviewed the previous business items from the Minutes of the 10 June 2010 UMCC meeting.
5. Mr. Fonberg noted that, with respect to action flowing from paragraph 25 concerning the signing of the National Joint Declaration Poster, the VCDS would present the signed poster during the meeting.
6. Mr. Fonberg advised with respect to action flowing from paragraph 27 that ADM (IM) would provide an update on the creation of a committee to discuss issues related to the IM/IT Rationalization and DND Shared Services during the L1 Updates.

ITEM 3: DND CONSOLIDATED CAMPUS

7. Mr. Fonberg invited Mr. Surtees to present the topic.
8. Mr. Surtees provided information on the PWGSC acquisition of the building at 3500 Carling Avenue in Ottawa, and the identification of DND as the tenant. His presentation included information on the reasons for the consolidation of DND buildings, the migration timeframe and the Department's communication strategy to address employees concerns.
9. Mr. Fonberg asked when the Department would be ready to advise employees of their expected move dates. Mr. Surtees responded by indicating that dates would depend on the decision related to the retrofitting. If it was decided that DND would move before the retrofitting was completed, some sections would be moved in 2012.

10. Mr. MacLennan noted that a few of his members had raised concerns on the location and he asked if other sites had been considered. Mr. Surtees noted that six different options had been considered and that, following the assessment, 3500 Carling Avenue was determined as the best option. He also indicated that PWGSC was in negotiations with OC Transpo and the Société du Transport de l'Outaouais to provide adequate bus services to the site.

ITEM 4: UNDE/DND LMRC ENHANCEMENT TRAINING PROGRAM

11. Mr. Rogers asked Mr. MacLennan to raise this issue.

12. Mr. MacLennan asked about the future of the LMRC Enhancement Training Program as he had the impression that DND was cancelling it.

13. Ms. Binnington noted that LMRC Enhancement Program was a good program however due to financial pressures, the department could no longer support it. She indicated that DND fully supported the TBS/PSAC Joint Learning Program (JLP) and would encourage its use by consultation committees and members of consultation committees. She noted that TBS fully funds this program and it is delivered at no cost to departments or participants. Additionally, the JLP is available to all employees regardless of which union represents them. Finally, Ms. Binnington indicated that the JLP course had been utilized in the regions and had been found to be very effective and appropriate.

14. Mr. MacLennan noted that the JLP program was not identical to the LMRC Enhancement Program and that UNDE supported the DND program over the JLP. However, he also noted the financial pressures on DND.

15. Ms. Binnington responded by suggesting that the JLP would be approached with a view to offering the DND program as an example of a best practice.

ITEM 5: RETURN TO WORK NATIONAL JOINT DECLARATION POSTER

16. VAdm Donaldson presented the signed National Joint Declaration promotional poster. He thanked everyone that had signed the poster and advised them that they would be receiving a laminated copy in the near future. He also noted that the poster will be distributed to the regions. He again thanked everyone for their cooperation and commitment to the program.

ITEM 6: L1 REPORTS

17. ADM (Fin CS): Mr. Surtees provided an update on the Parking Policy. He indicated that the Treasury Board policy had been implemented in the majority of sites in the National Capital Region. However, there were still many sites in the Regions for which fair market value had not yet been established. He noted that this should be completed in 2011. He also remarked that in the NCR, parking administration was being transitioned to third party providers.

18. Mr. Brown asked if the DAOD's on parking would be reviewed and if TBS had provided information on parking for employees with disabilities. Mr. Surtees indicated that since these were

still outstanding issues, the Interim Instructions on Parking remain in effect. Elsewhere, he observed that he had yet to receive any information from TBS on parking for employees with disabilities.

ADM (Fin CS) agreed to provide an update on parking once new information has been gathered.

19. Mr. MacLennan raised concerns on the type of information employees would need to provide to a third party. Mr. Surtees indicated that no information from the employees would need to be provided other than how they would be paying.

20. Mr. Ross noted that DND had acquired multiple new parking spots at the Casino of Lac-Leamy. More specifically 775 new spots had been acquired this year and another 263 would be available next year.

21. ADM (HR Civ): Ms. Binnington provided information on the realignment of ADM (HR Civ). She noted that the realignment would improve the effectiveness of the organization and better streamline services.

22. ADM (IE): MGen Benjamin had no issues to raise.

23. ADM (S&T): Mr. Larose mentioned that ADM(S&T) has now completed the creation of Labour Management Relations Committees for the DRDC Agency.

24. ADM (IM): Mr. Radford advised that ADM (IM) had met with PIPSC and had finalized the Terms of Reference of the IM/IT Rationalization and DND Shared Services Committee. The first meeting was scheduled to be held in late January.

25. CAS: LGen Deschamps noted that CAS's main staffing challenge was replacing the high number of highly skilled employees who would be retiring in the next few years.

26. Associate DM: Mr. King had no issues to raise.

27. CLS: LGen Devlin indicated that the Army's current focus was the recovery of both the members and equipment from theatre and how and where they would be oriented.

28. CMP: RAdm Smith noted the importance of the Return to Work Policy.

29. ADM (Mat): Mr. Ross provided information on ADM (Mat)'s new campus which was being built in Gatineau, adjacent to the Louis St-Laurent Building. The new campus is expected to be ready by 2012.

30. CMS: Cmdre Newton provided information on the dust incident that had occurred at FMF Cape Breton during the weekend of 20-21 November 2010. He indicated that due to potential health risks, many employees could not work in their normal workplaces. Consequently, some employees had been sent home with pay. All personnel had returned to their normal work areas as of 1 December on completion of clean-up of potentially affected areas. He thanked the unions for their assistance and cooperation in this matter.

ITEM 7: ROUND TABLE

31. FGDTLC-E: Mr. Brown wished everyone a happy holiday season.
32. ACFO: Mr. Isaacs noted that he worked with many departments and agencies and found that the consultation with DND was always meaningful and a pleasure.
33. CMCFA: Dr. Noel had no issues to raise.
34. FGDCA: Mr. Denault had no issues to raise.
35. CMSG: Ms. Thomson had no issues to raise.
36. PIPSC: Mr. Maxwell asked if there was an update on the Workforce Management Initiative Committee. Ms. Binnington indicated that they were currently reviewing the workforce pressures and requirements of the Department. She noted that when an update was ready to be provided, a teleconference would be held with the union members of the committee, as had been done earlier during the year. ***A teleconference will be set up by ADM (HR Civ) to provide an update.***
37. PSAC: Ms. Forsythe had no issues to raise.
38. IBEW: Mr. Boulet had no issues to raise.
39. UNDE: Mr. MacLennan requested information on the future of the Base at Goose Bay and if DND was looking at shutting it down. VAdm Donaldson noted that there were no current plans to shut down the base.
40. Mr. MacLennan asked if the Unions would be receiving a copy of the Strategic Review. Mr. Fonberg noted that the Department had completed its review and discussions had been held with Treasury Board. Information was now being reviewed by the Ministers for the next Federal Budget. However, he indicated that a copy of the results of the Strategic Review would not be provided.
41. Mr. MacLennan thanked Mr. Surtees for the transparency concerning the review of DND's mail room services.
42. Finally, he wanted to note that both the Department and its employees benefit when they work together. Firstly, he cited the initiative of Mr. Clarence Welton who had provided his manager with a business case indicating that savings could be achieved by using DND employees rather than contracting out the transportation of CF members. Management approved the business case, and, following its implementation, the Department was able to save money, which Mr. MacLennan indicated was crucial in these difficult financial times. He also mentioned the construction of new medical facilities at the 8 Wing Trenton by DND employees and CF members. These were successful examples of collaboration between military and civilian which demonstrated the importance of working together to achieve efficiencies.

43. VCDS: VAdm Donaldson indicated the Department was experiencing financial pressures and that managers were being asked to find better ways to use the Department's resources and be more efficient. He thanked Mr. Welton for the great initiative and agreed with Mr. MacLennan that these kinds of initiatives were excellent examples of partnership between employees and managers. **Action item: VAdm Donaldson stated that an update on the DND transformation initiative should be given at the next UMCC meeting.**


ITEM 8: NEXT MEETING AND CLOSING REMARKS

44. Mr. Rogers thanked the Committee for the productive meeting and expressed his gratitude for the transparency and cooperation demonstrated during the dust incident at CFB Esquimalt. Finally he wished everyone happy holidays.

45. Mr. Fonberg thanked the members for a productive meeting. He noted that the next meeting would be held the week of 30 May 2011. The actual date, time and location will be confirmed closer to the meeting date. He concluded the meeting by wishing everyone a happy and healthy holiday season.

Approved by:


R. Fonberg
Deputy Minister
Co-Chair


D. Rogers
President, FGD TLC-W
Co-Chair