

**MINUTES OF THE
5 DECEMBER 2005 MEETING
UNION MANAGEMENT CONSULTATION COMMITTEE (UMCC)
CONFERENCE ROOM B, NATIONAL DEFENCE HEADQUARTERS (NDHQ)**

- Co-Chairs: Mr. W. Elcock, Deputy Minister
Mr. H. Price, President, Federal Government Dockyard Trades and Labour Council (West)
- Members: VAdm R. D. Buck, Vice Chief of the Defence Staff
VAdm G.E. Jarvis, Assistant Deputy Minister (Human Resources - Military)
Mr. D. Ross, Assistant Deputy Minister (Materiel)
VAdm B. MacLean, Chief Maritime Staff
MGen Lessard, representing Chief Land Staff
LGen J.S. Lucas, Chief Air Staff
Mr. R. Monette, Assistant Deputy Minister (Finance and Corporate Services)
Mr. K. Ready, Chief Defence Institutional Alignment (CDIA)
Ms. K. Ellis, Assistant Deputy Minister (Infrastructure and Environment)
Ms. S. Siegel, Assistant Deputy Minister (Human Resources - Civilian)
Ms. P. Sauv -McCuan, Assistant Deputy Minister (Information Management)
Dr. R.S. Walker, Assistant Deputy Minister (Science & Technology)
Mr. J. MacLennan, National President, Union of National Defence Employees
Mr. Y. Ducharme, National President, Agriculture Union
Mr. D. Reid, President, Federal Government Dockyard Trades and Labour Council (East)
Mr. D. Burns, Vice President, Professional Institute of the Public Service of Canada (PIPSC)
Mr. R. MacDonald, President, Federal Government Dockyard Chargehands Association
Mr. M. Isaacs, President, Association of Canadian Financial Officers (ACFO)
Dr. P. Dunnett, President, Canadian Military College Faculty Association
Mr. D. Boulet, International Brotherhood of Electrical Workers, Local 2228
Mr. L. Dempsey, National President, Canadian Merchant Service Guild

OPENING REMARKS

1. Members were welcomed and the meeting opened.
2. A round table introduction of members and attendees was completed. New members, Mr. Daniel Boulet, IBEW and Mr. Bob MacDonald were welcomed to their first meeting as representatives for their Bargaining Agents.

ACCEPTANCE OF PREVIOUS MINUTES AND AGENDA

3. The minutes of the 6 June 2005 meeting were accepted. The agenda was accepted as presented.
4. The ADM HR-Civ provided updates on old business items. All old business items have been completed.

LEVEL 1 - UPDATES

5. Army Support Review - MGen Lessard provided an update. He advised that there would be a follow-up meeting in the spring of 2006 with the unions. He also advised that all of the reports to date have been distributed and that if the unions had not already received them, they should call his office to obtain copies. He reiterated CLS's commitment that no implementation activity will be undertaken before union consultation has been completed. Mr. MacLennan thanked MGen Lessard and the CLS for the opportunities to provide input and the transparency of the process.
6. MASOP - Mr. Ross provided an update. Mr. Ross advised that the project was on track and would be expected to conclude in 2006. The project team has been working closely with the unions and the employees most affected. Mr. Burns asked how many accommodations were outstanding and if there was any chance of work force adjustment (WFA) being required. Mr. Ross advised that he does not foresee any WFA requirement. Mr. Price said "well done" and thanked ADM (Mat) for the good management on this project.
7. DND/CF Information Technology Service Delivery Assessment – Ms. Fyfe-Fortin provided an update. She advised that there were three main objectives of the project:
 1. "To support the CDS vision and Defence Policy Statement – to increase operational effectiveness by reassigning military personnel to higher military priorities;
 2. To develop and implement a standardized level of service and standard platform of IT infrastructure both domestically and in support of deployed operations; and
 3. To position the Department to respond to the government-wide shared services initiative that is currently being developed by both the Treasury Board Secretariat and Public Works Government Services Canada."

Ms. Fyfe-Fortin informed the committee that the data collection was completed in October and that the data validation was underway. Consultation with the unions occurred in February, May,

June, and October of 2005. Formal terms of reference were developed in the fall of 2005, with input from the unions.

8. Mr. Burns indicated that he received feedback from his members who felt that the consultation had been mainly an information session as opposed to a true consultation. Ms. Fyfe-Fortin acknowledged that until the analysis has been completed there would not be any information on which they could consult. The project coordinators would continue to discuss with the unions through the next phases of the review that will include the analysis. The analysis would be used during the development of transformation options and business case. The next meeting with the unions was tentatively targeted for late January 2006. *(Secretarial Note: following the meeting (7 Dec 05) Mr. Burns sent a correction regarding his comments, to the committee. He acknowledged that in fact regular discussions had been taking place between the Institute and Ms. Fyfe-Fortin; Mr. Burns was not aware of them due to misdirected e-mail. The Institute still has some concerns regarding this project, however, they are “confident Mariette Fyfe-Fortin will continue with her commitment to meaningful consultation.”*

CF TRANSFORMATION & DEFENCE INSTITUTIONAL ALIGNMENT

9. MGen Natynczyk gave an update presentation on the CF transformation initiative. He highlighted the following items:

- The transformation looks at the regular force, the reserve force, and any potential impact on civilian positions.
- 1 February 2006 is the anticipated date for start up of the three new headquarters (CANCOM, CEFCOM, CANSOFCOM). They will be co-located in Star Top Road;
- There will be six regional headquarters responsible for all operations in Canada and the continental US.

10. Mr. Ready provided an update on the Defence Institutional Alignment. He informed the committee that a number of meetings had been held with the unions and middle managers. His team would be utilizing as many communication tools as possible to get information out to employees and managers. He also added that for most employees, the CF transformation would not be very visible, as many positions would remain as they were. Mr. Ready asked the chain of command to ensure that as they brief their civilian staff that they provide a balanced picture. Specifically, although there will be major changes in the command and control aspect of the CF, and significant change in focus, for many of the civilians it will seem that is “business as usual” and they should not expect major changes in the way that they do their own jobs. This is due to the fact that the content of jobs will in the vast majority of cases remain the same. So, while there may be changes in terms of the assignment to a command or unit, the work they do carries on.

11. VAdm MacLean added that the CF will still be delivering services and receiving support from the civilian workforce even though command set up may look different or need to be adjusted as a result of the transformation.

APPROVAL OF THE REVISED UNION MANAGEMENT CONSULTATION COMMITTEE FRAMEWORK

12. Ms. McCusker presented this item. This is a follow-up from the June 2005 meeting and the results of the consultant review of the Framework in 2004-05. Revisions have been made to the Framework as agreed to at the June 2005 meeting. Final approval was being sought from the Committee. The amended Framework was approved.

ROUND TABLE

13. Mr. Reid thanked management for support during the recent collective bargaining process.

14. Mr. Burns stated that he is pleased to see the progress in the use of consultation in the department

CLOSING REMARKS

15. The co-chairs thanked everyone for attending the meeting and wished all a happy holiday and Merry Christmas.

NEXT MEETING DATE

16. The next meeting will be Monday, **5 June 2006 (TBC) from 13 h30-16 h00**, at National Defence Headquarters, Conference Room B, 13 (EX) South Tower, 101 Col By Drive, Ottawa.

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Approved by:

W.P.D. Elcock
Deputy Minister
Co-Chair

H. Price
President, FGDTLC (West)
Co-Chair