

**MINUTES OF THE
DECEMBER 6, 2004 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. K. Ready, representing Assistant Deputy Minister (Materiel)
MGen J.H.P.M. Caron, representing Chief Land Staff
MGen M.J. Dumais, representing Chief Air Staff
Col R. Bertrand, representing Assistant Deputy Minister (Finance and Corporate Services)
Ms. G.A. Stones, representing Assistant Deputy Minister (Infrastructure and Environment)
Ms. S. Siegel, Assistant Deputy Minister (Human Resources - Civilian)
Mr. D. Ross, Assistant Deputy Minister (Information Management)
Mr. Serge Morin, representing Assistant Deputy Minister (Science & Technology)
Mr. J. MacLennan, National President, Union of National Defence Employees
Mr. D. Burns, Vice President, Professional Institute of the Public Service of Canada (PIPSC)
Mr. W. Courtney, President, Federal Government Dockyard Chargehands Association
Mr. M. Hosking, President, Association of Canadian Financial Officers (ACFO)
Dr. P. Dunnett, President, Canadian Military College Faculty Association
Mr. J. Lachance, representing International Brotherhood of Electrical Workers, Local 2228
Mr. L. Dempsey, National President, Canadian Merchant Service Guild
- Regrets: Mme. H. Gosselin, Associate Deputy Minister
VAdm B. MacLean, Chief Maritime Staff
Mr. D. Reid, President, Federal Government Dockyard Trades and Labour Council (East)
Mr. Y. Ducharme, National President, Agriculture Component

OPENING REMARKS

1. Mr. Price opened the meeting and welcomed the members. He commented that it had been a busy year on both the management and labour sides and that they were moving forward together.
2. Mr. Elcock welcomed all to the meeting. He stated that this was his first meeting and that he was looking forward to working with the management and union team.
3. Mr. Price suggested they do a round table introduction of members and attendees for the benefit of the DM and the other participants at the meeting.

ACCEPTANCE OF PREVIOUS MINUTES AND AGENDA

4. The minutes of the May 31, 2004 meeting were accepted. The agenda was accepted as presented.

DEPARTMENTAL UPDATE

5. VAdm Buck gave a brief update on current activities being undertaken by the Department that focus on financial and other resources. He highlighted the following items:
 - Government international policy review which impacts on CF regular and reserve forces strength;
 - Departmental focus on expenditure review to ensure adequate resources to meet current and future capabilities; and
 - DND/CF operational involvement worldwide; with the increase in demand on our resources the Department is undertaking strategic planning to ensure that it is not committed beyond its resources and capabilities.
6. Mr. Price thanked VAdm Buck for updating the Committee.

CLS – ARMY SUPPORT REVIEW (ASR)

7. MGen Caron gave a brief overview of the approach the army is taking to synchronizing Army Transformation. The genesis of the ASR is that the service support is overstretched and needs to be addressed. LGen Hillier will have the final decision on the way ahead. Any potential impact on civilians will be determined and discussed in detail with the stakeholders.
8. Col Tighe made a presentation to the committee on the Army Support Review. Clearly to enable the Army Transformation, all aspects of service support in the Land Force must be examined. The analysis of the field force has been completed and now they are ready to look at the civilian component. The review, which will commence in January 2005, is expected to take approximately one year to complete. He stated that consultation with stakeholders at all levels is very important and is included in the review process.

9. Mr. MacLennan asked if DND was looking at the way we do operations as part of the international policy review that VAdm Buck mentioned earlier. VAdm Buck advised that there had been discussion about our role, and the reality is that DND/CF needs to continue to have a range of capabilities. MGen Caron advised that DND/CF would continue to do operations in the three key areas: combat, peace/humanitarian, and training exercises.

10. Mr. MacLennan asked if there was a communication plan for informing those affected/involved locally, regionally, and nationally about the review. MGen Caron advised that CLS is using many avenues for communication including visits to the Formations and Bases by LGen Hillier and small communication teams, Base Town Halls, UMCCs and LMRCs. The messages have been presented and would continue to be presented to both military and civilians. It could also be discussed at the local LMRCs. Col Tighe added that they are currently working on completing a “bottom up” implementation plan for communications.

11. Mr. MacLennan asked what the anticipated completion date was for all of the proposed activities of the ASR. MGen Caron advised that there would be a number of different timelines depending on the scale of the activity. For example, it could take 3-4 years to complete the fleet management piece.

12. Mr. MacLennan requested an interpretation on what the WFA meant. He asked if contracting out of services is a possibility. MGen Caron advised that it is too early to tell what the impact on the workforce might be (either positive or negative). They will factor in anticipated growth within the Army environment of the CF as part of the exercise. Mr. Price suggested that the Army build on the lessons/experience of ADM (Mat) when they did their review.

13. Mr. Dempsey asked if the navy was planning to do a similar exercise. VAdm Buck, who was not speaking on behalf of the CMS, advised that to the best of his knowledge there is no plan to conduct a review of the navy at this time.

PROPOSAL TO CO-DEVELOP ESSENTIAL SERVICES AGREEMENTS PROCESS WITH UNDE

14. Ms. McCusker advised that departmental officials had been working with the UNDE President and they have agreed that it would be beneficial to co-develop a process that would describe how the Department and UNDE would negotiate Essential Service Agreements under the new Public Service Labour Relations Act. This process would facilitate the development of future essential services agreements between UNDE and DND. The development of the process is anticipated for completion by the end of March 2005. The co-developed process would be brought to UMCC for approval.

15. Mr. MacLennan expressed his support for the initiative and is satisfied with the planned way ahead.

16. Mr. Price asked if this process was being developed for all unions. Ms. McCusker and Mr. MacLennan advised that it is only being done with UNDE. Ms. McCusker advised that if

other unions are satisfied with the outcome then they could also seek to develop or adopt the process. It would require agreement of both the union and the Department.

17. UNDE and DND sought UMCC approval to undertake this co-development project. The project was **APPROVED**.

ROUND TABLE

18. Mr. MacLennan advised the committee that the CANEX/PS issue has been resolved in Trenton. There are still some outstanding problems at other areas that need to be addressed. For example, public service employees who had their public service hours cut to 20 hours from 40 hours and now have a PSP/CANEX employee coming in behind them for the other 20 hours at a much lower rate of pay. VAdm Jarvis stated that there are clear policies to deal with this type of situation. If Mr. MacLennan could provide him with the details VAdm Jarvis would address and deal with the issue. Mr. MacLennan advised that it was being addressed locally and that ADM (Mat)/DC Pol have provided direction:

“Use of NPF/PSP is restricted to NPF functions, any activity/work involving the use of public funds is strictly prohibited. The Government Contract Regulations prohibits our contracting with any organization that we fund directly or indirectly. If this is being conducted I would request that the practice cease immediately, all existing arrangements be cancelled, and that contracting for these services be conducted to commercial firms or that casual, term employment be entertained, or overtime where resources are available. This applies to all activities.”

Mr. MacLennan stated that he would bring it back to the UMCC if they were unable to resolve the situation locally.

19. Mr. MacLennan expressed compliments to the NQI work done recently at FCE in MARLANT. He suggested that the Army might want to look at using NQI as one aspect or method of doing their support review. He also indicated that there has been a significant improvement in morale following the results of the work done by NQI.

20. Mr. Burns stated that he has been very impressed in working with DND. The national level relationships have been very good. At the local level he has seen some issues drag on for lengthy periods (e.g., at Bases). He expressed a need for improved communication down to the local level. Mr. Price suggested that HR-Civ would likely be able to assist on this issue. Ms. Siegel advised that she and Mr. Burns have already been speaking on the subject and will continue to work together to find a solution.

21. VAdm Buck, as co-chair of the National Health and Safety Policy Committee (NHSPC), a sub-committee of UMCC, advised the UMCC that at a recent meeting of the NHSPC there was a discussion about the reporting structure of that sub-committee. There was a proposal put forward to change the reporting structure from UMCC to DMC. After much discussion it was agreed that this sub-committee should remain as a sub-committee to UMCC; and that it would from time-to-time bring issues of interest forward to the DMC. Mr. Price, a member of NHSPC concurred.

NEXT MEETING DATES

22. The next meeting will be in approximately six months (June 2005) and will be scheduled around the unions' schedule and the DM's schedule. Dates will be forwarded as soon as they are available. (*Secretarial Note: The date for the next UMCC is **6 June 2005, from 13h30-16h00***)

23. Mr. Hosking advised the committee that this would likely be his last meeting as he is retiring in the spring. He expressed his thanks to DND for his experience and advised that he would be pleased to use the DND model of consultation as a best practices model in future activities.

CLOSING REMARKS

24. The DM thanked everyone for attending the meeting and looks forward to next year. Mr. Price thanked Mr. Hosking for his participation and contributions and wished everyone a happy holiday season.

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

H. Price
President, FGD TLC (West)
Co-Chair