

**MINUTES OF THE
5 JUNE 2006 MEETING
UNION MANAGEMENT CONSULTATION COMMITTEE (UMCC)
CONFERENCE ROOM A, NATIONAL DEFENCE HEADQUARTERS (NDHQ)**

- Co-Chairs: Mr. D. Ross, A/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
Cmdre J. Sylvester, representing Chief Maritime Staff
MGen M. Lessard, representing Chief Land Staff
LGen J.S. Lucas, Chief Air Staff
Ms. S. Siegel, Assistant Deputy Minister (Human Resources - Civilian)
Ms. K. Ellis, Assistant Deputy Minister (Infrastructure and Environment)
RAdm T. Pile, Chief Military Personnel
Ms. S. Chamberlain, representing Assistant Deputy Minister (Finance and Corporate Services)
Mr. M. Symonds, representing Assistant Deputy Minister (Science & Technology)
Ms. M. Fyfe-Fortin, representing Assistant Deputy Minister (Information Management)
Mr. J. MacLennan, National President, Union of National Defence Employees
Mr. G. Corbett, Vice President, Professional Institute of the Public Service of Canada (PIPSC)
Mr. R. MacDonald, President, Federal Government Dockyard Chargehands Association
Mr. L. Brown, President, Federal Government Dockyard Trades and Labour Council (East)
Mr. M. Isaacs, President, Association of Canadian Financial Officers (ACFO)
Dr. P. Dunnett, President, Canadian Military College Faculty Association
Mr. B. Kingston, Public Service Alliance of Canada, Agriculture Component
Mr. W. Morrison, International Brotherhood of Electrical Workers, Local 2228
- Regrets: Mr. K. Ready, Chief Defence Institutional Alignment (CDIA)
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 member, Mr. Gary Corbett, was welcomed as the new representative of PIPSC.

ACCEPTANCE OF PREVIOUS MINUTES AND AGENDA

3. The minutes of the 5 December 2005 meeting were accepted. Mr. MacLennan provided an update regarding the issues of PSP/CANEX performing Public Service functions (Item #4), by indicating that grievances on this issue have been concluded and that he will continue to monitor the situation, especially during the summer months. The agenda was accepted as presented.
4. There were no action items from the previous meeting.

BUDGET IMPACT

5. VAdm Buck presented this item, which was submitted by Mr. Price, and no copies of the slide deck were provided to committee members. VAdm Buck provided an overview of the impact on DND and the CF of the 2005 Federal Budget and compared it with the 2006 budget. He also provided general information regarding how and where budget 2006 will be applied, which covers both the Canadian Forces (CF) and the Department.

CF TRANSFORMATION UPDATE

6. VAdm Buck also presented this agenda item and copies of the presentation were provided after the meeting. VAdm Buck briefly described the new commands that have been established as a result of CF Transformation and underscored the fact that while the current focus is on the CF, alignment must occur within the rest of the department. He also went on to describe the development of the Defence Capability Plan, which will identify areas where investment and divestment will occur. Where impacts on employees are expected, unions will be involved throughout the process. VAdm Buck stressed that this is not a reduction exercise. When unions expressed concern over communication of and involvement in such changes, VAdm Buck re-confirmed that all parties, unions included, will be involved. However the overall transformation will take many years before changes are implemented.

LEVEL 1 UPDATES

7. Army Support Review (ASR) MGen Lessard provided the update on this item. He indicated that the CLS continues to staff and that since December, CLS personnel have consulted with the unions on two occasions. He also advised that a consolidated report of 390-400 positions that could be affected was expected in early June and that the team would meet again in the summer with a view to verifying and developing a draft list of all positions by Labour Day

at the latest. MGen Lessard committed to continue consultation with the unions once this verification was concluded. He also indicated that positions would continue to be monitored on a case-by-case basis. Mr. MacLennan expressed concern that the linkage between the Defence Capability Plan activities and ASR could lead to greater numbers of affected employees overall. MGen Lessard reassured Mr. MacLennan that the 390-400 positions already identified would likely be dealt with by attrition and retirement.

8. IM/IT Rationalization: Ms. Fyfe-Fortin presented a verbal update of this item. The first phase regarding transfer of resources is on-going and effected through a change in reporting relationships at section or division level, with minimal impact to the working relationships as much as possible. The Tiger Team will be examining phase 2, identification of efficiencies, in the coming months. Unions have been actively and frequently consulted and involved since the initiative was announced. The project leaders will continue to consult with unions as the department proceeds with this initiative. She also mentioned that welcome and orientation sessions have been offered to the employees who have been transferred to the IM Group and that union representatives have been invited to such sessions. As much information that is available is shared with the employees and the unions, however not all questions can be answered at this time. It has been stressed to employees and unions that the Rationalization is not a staff cutting exercise.

9. MASOP: Mr. Ross provided an update on this item. He indicated that MASOP formally closed in April 2006 and was considered a success and that most of the project team has been reassigned. Mr. MacLennan asked whether there would be any further recommendations or decisions regarding MASOP. ADM (Mat) replied that they would follow good management practices and continue to look at ways to improve.

10. CMS: Cmdre Sylvester provided an operational update on emerging maritime missions for Canada, the readiness posture for contingent requirements, the CF transformation priorities of CMS and the priorities for Fleet modernization.

11. CAS: LGen Lucas provided an operational update and added that they continue to deal with the people challenge in terms of getting the right people with the right skills sets in the right jobs.

ROUND TABLE

12. Mr. Price requested a copy of the CF Transformation deck and VAdm indicated that it would be sent out electronically.

**Secretarial note: The presentation was emailed out to committee members post-meeting on June 5th.*

13. Mr. MacLennan provided an update on the Apprenticeship Program and indicated that long-term funding is needed. He further advised that the bargaining agent would be seeking a national rate of pay for apprentices during the next round of collective bargaining. He also expressed concern regarding new internal advertised staffing provisions for CF members and the adverse effects that could arise.

14. Mr. Corbett indicated that grievances are taking too long and that he would like to revisit this issue to determine the source.

15. Mr. Price indicated that it has been a pleasure working with VAdm Buck, as it was his last UMCC, and wished him well in his upcoming retirement.

CLOSING REMARKS

16. The co-chairs thanked everyone for attending the meeting and wished all a nice summer.

NEXT MEETING DATE

17. The next meeting is scheduled for Monday, 4 December 2006 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:

D. Ross
A/Deputy Minister
Co-Chair

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