

**MINUTES OF THE  
6 JUNE 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)  
VAdm B. MacLean, Chief Maritime Staff  
LGen J.H.P.M. Caron, Chief Land Staff  
BGen G. Cloutier, representing Chief Air Staff  
Mr. D. Ross, Assistant Deputy Minister (Materiel)  
Mr. R. Monette, Assistant Deputy Minister (Finance and Corporate Services)  
Mrs. G. Underdown, representing Assistant Deputy Minister (Infrastructure and Environment)  
Ms. S. Siegel, Assistant Deputy Minister (Human Resources - Civilian)  
Col J.E. MacDonald, representing Assistant Deputy Minister (Information Management)  
Dr. J. Leggat, 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. W. Courtney, President, Federal Government Dockyard Chargehands Association  
Ms. D. Cooper, representing the Association of Canadian Financial Officers (ACFO)  
Dr. P. Dunnett, President, Canadian Military College Faculty Association  
Mr. P. Morse, International Brotherhood of Electrical Workers, Local 2228
- Regrets: Mr. L. Dempsey, National President, Canadian Merchant Service Guild

## **OPENING REMARKS**

1. Mr. Price opened the meeting and welcomed the members.
2. A round table introduction of members and attendees was done.

## **ACCEPTANCE OF PREVIOUS MINUTES AND AGENDA**

3. The minutes of the 6 December 2004 meeting were accepted. The agenda was accepted as presented.
4. Mr. MacLennan advised that there are still some concerns around PSP employees doing union work at some of the Bases. Mr. MacLennan identified Trenton, Borden, Bagotville and Halifax as problem areas. BGen Cloutier stated that the issue at Trenton was resolved approximately 18 months ago. **ACTION 1:** VAdm Jarvis asked Mr. MacLennan to send him specific details on the issue and the Bases involved so that HR-Mil can address the issue(s). **ACTION 2:** The VCDS asked that this also be raised at the Base Commanders' forum in June to ensure that Base Commanders are aware of the issue.

## **CF TRANSFORMATION**

5. VAdm Buck gave a presentation on the CF transformation initiative. The slide deck was distributed both electronically and in hard copy. He highlighted the following items:
  - There are four action teams in place to address: command and control; force generation; capabilities; and institutions and integration
  - The bulk of the impact of the transformation activity under command and control will be in the NDHQ, mostly due to the way in which jobs will be categorized;
  - The Action Teams are currently in the analysis phase;
  - Can expect some announcements late in June about Halifax and Northern region prototypes for the regional construct; and
  - It will take approximately five or more years for the transformation to be fully in place.
6. Mr. Burns asked about the impact on civilians and the ratio of military to civilian positions. VAdm Buck advised that at this time in the review the exact impacts are not known, he added that there would likely be growth of the civilian workforce particularly in the HQ, and more opportunities for civilians. Mr. Elcock reiterated that this is a "work in progress" and it would take a number of years to see the final results.
7. Mr. Price thanked VAdm Buck for updating the Committee.

## **CLS – ARMY SUPPORT REVIEW (ASR)**

8. LGen Caron gave a progress report on the Army Support Review. The genesis of the ASR is that the service support is overstretched and needs to be addressed. LGen Caron highlighted the following items:

- The Master Implementation Plan is in final draft and will soon be ready for sign-off;
- Consultation was done with the unions and input was included in the Master Implementation Plan;
- A consultant has been asked to review the plan;
- The union representatives have been asked to review the final draft; and
- The Army Support Review (ASR) is not Alternate Service Delivery (ASD) – ASR is to ensure that the resources are in the right place with the right capabilities.

9. Mr. MacLennan stated that the consultation was meaningful and that UNDE will review the Master Implementation Plan and send any comments back to the CLS. He also stated that he is delighted with the consultation and transparency of the review process.

10. Mr. Morse asked if all of the union heads would receive a copy of the implementation plan. LGen Caron advised that they would.

### **GOVERNMENT EXPENDITURE REVIEW**

11. BGen Hincke and Ms. Sharon Chamberlain gave a presentation on the Government Expenditure Review. The slide deck was distributed in hard copy at the meeting. Highlights of the presentation include:

- Focus on conversion of contracted positions back to public service positions;
- Net gain of 500+ public service positions;
- An NCR accommodation strategy, which would provide PWGSC with an overarching view of how DND, would be situated in the NCR. Any required moves would be identified and would be gradual over time; and
- Government of Canada horizontal initiatives including procurement and internal modernization.

12. Mr. Morse asked when the IT survey/study report would be available. BGen Hincke advised that it would be available likely at the end of October 2005 and would include a comprehensive picture of IT/IM in the department.

13. Mr. Reid asked if there would be any impact on MASIS. Mr. Ross advised that was not likely as the study focus is more on communications such as telephones, etc, and not on IT enterprise systems. VAdm Buck confirmed that MASIS would proceed as planned.

### **APPRENTICESHIP PROGRAM - SKILLED TRADES**

14. Mr. MacLennan is seeking departmental support for a national trade apprenticeship program. He would like the department and the unions to co-develop a plan. He cited the shifting demographics indicate a significant number of persons eligible for retirement within the next ten (10) years and the need to start training new people now so that there will be an adequate supply of skilled persons in the department over the long-term.

15. There are currently some programs already being funded:

- Ms. Siegel indicated that a GL program had already existed. Funding for GL recruitment programs consisted of \$550 K from the Recruitment Strategy Investment Fund (RSIF), \$60 K from the Corporate Civilian Learning Fund (CCLF), and \$409 K from the Corporate Civilian Pay Fund (C-105) has gone to CAS and CLS this year. The SR programs on both coasts (Fleet Maintenance Facilities) have been very successful and ADM (HR-Civ) is committed to study the issue of apprenticeship training for all occupations to ensure needs are identified and best practices are leveraged.
- LGen Caron advised that there is currently a GL training program in place in Suffield. Apprenticeship submissions have been requested by all of the Army's areas, including Suffield, but decisions must be made on allocation of funds, as there is not enough to fund all apprenticeship requests throughout the Army.
- An EL program established with IBEW and the department has been ongoing. IBEW is committed to supporting a national apprenticeship program.

16. Mr. MacLennan advised that this issue is very important to the unions and the unions are willing to put their full effort forward to support this. Mr. Price added that in order to right size, the department would have to do significant hiring. General comments in support of a national apprentice program for trades:

- Develop partnerships with other government departments at all levels;
- Reach out earlier to young people to encourage them into the trades;
- Today's apprentices will be tomorrow's leaders, it is a good idea to invest in them;
- The Navy will continue to support the SR apprenticeship program and will support a departmental national initiative if undertaken; and
- Create one program to address needs of all stakeholders.

17. **ACTION:** Ms. Siegel and Mr. MacLennan to meet to discuss where we can start to work together to look at options for a national program. This forum (UMCC) as well as the UMCC HR Sub-Committee forum will be the primary means of communication for the initial discussions.

## **UMCC CONSULTATION FRAMEWORK REVIEW**

18. Ms. Diane McCusker gave a presentation on the UMCC Consultation Framework Review. The slide deck and copies of the consultant report were distributed electronically and in hard copy. Highlights of the presentation include:

- National UMCC is effective and plays essential role in keeping members up-to-date;
- UNDE concern that there is no national consultation process for CLS and CAS
- Meetings were held with CLS, CAS, and UNDE president;
- Recommendations:
  - CLS and CAS to meet periodically with union presidents;
  - CLS LMRCs continue to occur at the area and base levels and LFQA LMRC was restarted in 2005;
  - Revisions to the UMCC Terms of Reference;
  - UMCC to be more consultation versus an information forum;

- Semi-annual national UMCC and quarterly UMCC HR Sub-committee meetings to continue
- Regular status updates on current issues from Level 1's

**ACTION:** DGLRC to revise the Terms of Reference and distribute secretarially for comments. Bring back to UMCC in December for approval and signature.

19. Mr. MacLennan advised that UNDE is happy with the changes. Mr. Burns added that the report/study was timely.

## **ESSENTIAL SERVICES AGREEMENTS**

20. Departmental officials (via DGLRC – Diane McCusker) and UNDE (via President – John MacLennan) have co-developed a process that describes how the Department and UNDE will negotiate Essential Service Agreements under the new Public Service Labour Relations Act. The co-developed process was presented to UMCC for approval. Once essential services agreements have been made they will remain in place until either party requests that they be re-opened. The co-developed process was approved by UMCC.

## **CHANGES TO PUBLIC SERVICE EMPLOYMENT ACT**

21. Mr. MacLennan advised that the unions were very unhappy with the lack of consultation on the changes to the Veterans Charter and its impact on the PSEA. Unions are concerned with how the changes may be implemented in the staffing process policies and guidelines for the department, and the perception of giving the CF an unfair advantage in public service closed advertised and non-advertised processes. For clarification, Mr. MacLennan was advised that the priority for disabled veterans is not new. The change to the PSEA in 2005 will permit all CF members to have access, when the staffing poster specifies that the competition is open to CF members.

22. VAdm Jarvis stated that changing demographics both in the department and in the workforce would require the department to look beyond the usual pool of candidates. The CF is also struggling to keep their members and so will be competing for some of the same people. Further the government has already spent a significant amount of money to train CF members and we should focus on keeping that investment within the public service/DND where or when possible. The proportion of CF members competing in public service competitions is not expected to be very significant. Mr. Elcock echoed that, and advised that there may be some challenges. He confirmed that the department will work together with the unions to resolve potential problems.

23. Ms. Siegel advised that ADM (HR-Civ) would continue to work with the unions on this issue through this forum, the UMCC HR Sub-committee, and outside of these committees as well.

## **ROUND TABLE**

24. Mr. Ross provided some additional clarification on the IT assessment study. It is not clear what the outcome will be; part of the focus is to identify which CF trades could be converted to civilian positions to allow soldiers to be re-allocated to more operational duties. He also added that there are a number of communication challenges to ensure that the messages are being delivered at all levels within the organization (IT).

25. Mr. Reid thanked everyone for a good meeting and wished everyone a good summer.

26. Mr. Courtney advised that this would be his last meeting and thanked everyone on the committee. He introduced his replacement, Mr. Bob MacDonald. Mr. Price thanked Mr. Courtney on behalf of the committee and welcomed Mr. MacDonald to the team.

27. Mr. Burns stated that it was a productive meeting and thanked Mr. Ross for providing clarification on what the IT review was about and addressing the questions around CS positions/concerns.

28. VAdm MacLean expressed his appreciation to the unions for being active participants in ongoing consultation activities and for participating in the UMCC forum.

29. VAdm Buck advised that as the department goes through the CF Transformation process communications would be distributed to include the union representatives.

## **CLOSING REMARKS**

30. The co-chairs thanked everyone for attending the meeting and expressed their satisfaction with the meeting format. They are looking forward to the next meeting.

## **NEXT MEETING DATE**

30. The next meeting will be Monday, **5 December 2005 from 13h 30-16 h 00**, at National Defence Headquarters, Conference Room B, 13 South Tower.

Notes prepared by: A. Finn

UMCC Minutes 6 June 2005  
**Approved by:**

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

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