

**MINUTES OF THE
8 JUNE 2007 MEETING
UNION MANAGEMENT CONSULTATION COMMITTEE (UMCC)
CONFERENCE ROOM A, NATIONAL DEFENCE HEADQUARTERS (NDHQ)**

- Co-Chairs:** Mr. W. Elcock, Deputy Minister
Mr. H. Price, President, Federal Government Dockyard Trades and Labour Council (West)
- Members:** Mr. R.G. Monette, Associate Deputy Minister
LGen W. J. Natynczyk, Vice Chief of the Defence Staff
VAdm D. Robertson, Chief Maritime Staff
RAdm B. Weadon, Assistant Deputy Minister (Finance and Corporate Services)
BGen A. Tremblay, representing Chief Land Staff
BGen T. Leversedge, representing Chief Air Staff
Ms. S. Siegel, Assistant Deputy Minister (Human Resources - Civilian)
Ms. P. Sauvé-McCuan, Assistant Deputy Minister (Information Management)
Dr. R. S. Walker, Assistant Deputy Minister (Science & Technology)
Ms. C. Binnington, Assistant Deputy Minister (Infrastructure and Environment)
BGen L. Colwell, representing Chief Military Personnel
Mr. P. Labrosse, representing Assistant Deputy Minister (Material)
Mr. J. MacLennan, National President, Union of National Defence Employees
Mr. D. Burns, Vice President, Professional Institute of the Public Service of Canada
Mr. T. Denault, 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
Mr. B. Kingston, Agriculture Component
- Regrets:** LGen A. Leslie, Chief Land Staff
LGen J. S. Lucas, Chief Air Staff
RAdm T. Pile, Chief Military Personnel
Mr. D. Ross, Assistant Deputy Minister (Material)
Mr. L. Dempsey, National President, Canadian Merchant Service Guild
Dr. P. Dunnett, President, Canadian Military College Faculty Association
Mr. D. Boulet, International Brotherhood of Electrical Workers,
Local 2228

ITEM 1: OPENING REMARKS

1. Members were welcomed and the meeting opened.
2. A round table introduction of members and attendees was completed.

ACCEPTANCE OF PREVIOUS MINUTES AND AGENDA

3. The minutes of the 4 December 2006 meeting were accepted. The agenda was accepted as presented.
4. There were no old business items.

ITEM 2: PARKING POLICY

5. RAdm Weadon invited Sharon Chamberlain to present this item. Copies of the presentation were distributed to committee members. Ms. Chamberlain provided an overview of the development of a draft Defence Administrative Order and Directive (DAOD) for parking. She described the rationale for the review, the methodology used for development and the proposal for the updated policy. Ms. Chamberlain and RAdm Weadon noted that the draft DAOD provides a national framework for parking and has been developed to assist local Commanders with resolving issues such as parking as a potential taxable benefit. Mr. Elcock welcomed comments on the proposal. **Action:** Committee members are to comment on the provided information to Mike MacNiel (Corporate Shared Services) by June 30th 2007.
6. Mr. Isaacs and Mr. Price raised questions about the application of the new DAOD in regional setting. RAdm Weadon stressed the importance of providing a Departmental framework allowing for site-specific flexibility.
7. Mr. MacLennan inquired if the proposal had been considered as part of an environmental strategy and also asked questions on the proposed policy's application to non DND/CF employees. Ms. Chamberlain advised that it had been developed with a primary focus of flexibility in application.

ITEM 3: VCDS UPDATE

8. LGen Natynczyk presented this agenda item, with assistance from Cmdre Denis Rouleau. Copies of the presentation were provided to committee members. LGen Natynczyk provided a recap of the previous and current budgets, discussed national procurement in the current fiscal year and the sustainability of funding for operations. Cmdre Rouleau spoke on payment mechanisms allowing for investment in new areas. LGen Natynczyk described some of the initiatives being taken in light of these mechanisms to improve operational capacity, such as obtaining new equipment.

ITEM 4: PUBLIC SERVANTS DISCLOSURE PROTECTION ACT

9. Mr. Elcock invited the Director Special Examinations and Inquiries (DSEI), Mr. David Brigden, to present this agenda item. Copies of the presentation were distributed to committee members. Mr. Brigden provided an overview of the provisions of the *Public Servants Disclosure Protection Act (PSDPA)* and briefly described how the CRS Internal Disclosure of Wrongdoing Office would implement the provisions of the Act within DND.

10. Mr. Price raised a question surrounding the applicability of confidentiality in light of publicly accessible documentation. Mr. Brigden provided an overview of the DSEI approach with respect to the safeguarding of information.

11. Mr. Price thanked Mr. Brigden for the presentation.

ITEM 5: LEVEL 1 UPDATES

12. ADM (HR-CIV): Ms. Siegel spoke of the implementation of PeopleSoft version 8.9 and the implications on employees leave reporting in particular. She noted that the new version is to be launched towards the end of the calendar year.

13. ADM (IE): Ms. Binnington noted that the Infrastructure and Environment Branch is currently very involved in construction and clean up projects. She noted the special role played by employees working in trades for the successful completion of these activities.

14. ADM (Mat): Mr. Labrosse indicated that there were no major issues to be raised.

15. CLS: BGen Tremblay described ongoing efforts to negotiate Essential Service Agreements (ESAs) within CLS. He also spoke of concerns relating to recruitment and retention.

16. CMS: VAdm Robertson noted that both growth and resources are of concern. He stated his commitment to maintaining the apprenticeship program despite other pressures, since the apprentices are key to maintaining naval maintenance capacity, and hence operational output. VAdm Robertson indicated that the number of apprentices will remain high for the next 4 years as the program overtakes the pent-up demand, and will then drop to a steady state number in the 11/12 year time frame.

17. VCDS: LGen Natynczyk noted that there were no major issues to be raised.

18. CAS: BGen Leversedge noted that there were no major issues to be raised.

19. CMP: BGen Colwell noted that there were no major issues to be raised.

20. ADM (IM): Ms. Sauv -McCuan described activities in staffing, consultation and dialogue associated with the IM rationalization. She noted that classification issues and impacts are being identified and that union representatives will be advised and consulted appropriately on impacts and the way forward. Ms. Sauv -McCuan spoke of efforts to ensure that work performed by military members that could be performed by civilian members would be transferred to civilian positions where possible. She also noted that regional consolidations are also taking place.

21. ADM (Fin CS): RAdm Weadon reported on the progress of collective staffing activities for Finance Officers. He noted that these activities are largely increasing available human resources outside of the Fin CS organization, due to the decentralized organization.

22. ADM (S&T): Dr. Walker noted that DRDC is increasingly called upon to deploy civilians into Theatre. He highlighted that information sessions are being conducted across the organization to explain the conditions and benefits, and to identify volunteers that can then undergo further suitable preparation. He also mentioned that DRDC and PIPSC have agreed to reinstitute a special committee to discuss the concerns of Defence Scientists (DS).

23. Associate DM: Mr. Monette discussed the importance of the internal Employee Assistance Program (EAP) and its usage within the Department. He noted that recruitment is apt to be a priority for referral agents within this group as well.

ROUND TABLE

24. FGDCA: Mr. Denault thanked Ms. Siegel for her time and efforts as ADM (HR-Civ).

25. PIPSC: Mr. Burns noted that he is pleased to have reached an arrangement with DRDC for the RE community.

26. UNDE: Mr. McLennan expressed thanks to the Department for progress made on the apprenticeship program. He noted that ideally more funding should be dedicated to the program. On behalf of UNDE, Mr. McLennan expressed his thanks to Ms. Siegel.

27. Agriculture Component: Mr. Kingston expressed his best wishes to Ms. Siegel for her retirement. He also noted concerns related to the level of language training available to CF members. Mr. Kingston noted that a concern noted in the previous meeting related to employees in St. Jean had not been updated. BGen Colwell agreed to look into the matter and provide Mr. Kingston with an update directly.

28. ACFO: Mr. Isaacs thanked Ms. Siegel on behalf of the members of ACFO.

29. FGDTLC-E: Mr. Brown thanked Ms. Siegel and wished her the best in her retirement.

30. ADM (HR-Civ): Ms. Siegel welcomed Monique Paquin (DGLRC) to the meeting. Ms. Siegel thanked all of the committee members for their support.

31. FGDTLC-W: Mr. Price thanked Ms. Siegel on behalf of the representatives in the room, commending on the progress the group has made, and wished for her a long and happy retirement.

CLOSING REMARKS

32. The co-chairs thanked everyone for attending the meeting.

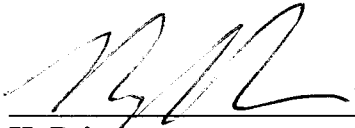
NEXT MEETING DATE

33. The next meeting will be in December 2007 at National Defence Headquarters, 101 Colonel By Drive, Ottawa. The exact time and date will be confirmed later. *Secretarial note: The meeting date for the next UMCC has been set for December 4, 2007 from 1300hrs to 1600hrs.*

Approved by:



W. Elcock
Deputy Minister
Co-Chair



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