

**MINUTES OF THE
9 JUNE 2008 MEETING
UNION MANAGEMENT CONSULTATION COMMITTEE (UMCC)
CONFERENCE ROOM B, NATIONAL DEFENCE HEADQUARTERS (NDHQ)**

- Co-Chairs:** Mr. R. Fonberg, Deputy Minister
Mr. J. MacLennan, National President, Union of National Defence Employees (UNDE)
- Members:** Mr. W. Pentney, Associate Deputy Minister
LGen W. Natynczyk, Vice Chief of Defence Staff
BGen R. Bertrand, representing Vice Chief of Defence Staff
Mr. D. Jacobson, representing Assistant Deputy Minister (Materiel)
VAdm D. Robertson, Chief Maritime Staff
MGen J. Hincke, representing Chief Air Staff
BGen I. Poulter, representing Chief Land Staff
RAdm B. Weadon, Assistant Deputy Minister (Finance and Corporate Services)
Mr. S. Stevenson, Acting Assistant Deputy Minister, (Infrastructure and Environment)
Ms. C. Binnington, Assistant Deputy Minister (Human Resources-Civilian)
Ms. P. Sauvé-McCuan, Assistant Deputy Minister, (Information Management)
Dr. R.S. Walker, Assistant Deputy Minister (Science and Technology)
Mr. Karol Wenek, representing Chief Military Personnel
Mr. P. Schippers, President National Consultation Team, Professional Institute of the Public Service of Canada (PIPSC)
Mr. T. Denault, President, Federal Government Dockyard Chargehands Association (FGDCA)
Mr. L. Brown, President, Federal Government Dockyards Trades and Labour Council (East) (FGDTLC-E)
Mr. D. Rogers, President, Federal Government Dockyard Trades and Labour Council (West) (FGDTLC-W)
Mr. M. Boucher, President Canadian Merchant Service Guild (CMSG)
Mr. M. Isaacs, President, Association of Canadian Financial Officers (ACFO)
Mr. B. Kingston, First National Executive Vice President, Agriculture Component
Mr. E. Fletcher, Assistant Business Manager, representing International Brotherhood of Electrical Workers (IBEW Local 2228)
- Regrets:** Mr. D. Ross, Assistant Deputy Minister (Materiel)
LGen A. Leslie, Chief Land Staff
LGen A. Watt, Chief Air Staff
MGen W. Semianiw, Chief Military Personnel
Mr. L. McDonough, President, Canadian Military College Faculty Association (CMCFA)
Mr. D. Boulet, Business Manager, International Brotherhood of Electrical Workers (IBEW Local 2228)

ITEM 1: OPENING REMARKS

1. Mr. Fonberg welcomed the group, introducing representatives of unavailable committee members as well as new members. Mr. Fonberg welcomed Marc Boucher, President of the Canadian Merchant Service Guild and Perry Schippers representing the Professional Institute of the Public Service of Canada as new committee members. He thanked Lawrence Dempsey and Don Burns in absentia for their past participation in the committee. He also introduced the Associate Deputy Minister, William Pentney, to the UMCC. A round table was conducted.

2. Mr. Fonberg noted that he and the CMS would have to excuse themselves before the end of the meeting. Mr. Pentney assumed responsibility for co-chairing on behalf of management following agenda item 7.

3. Mr. Fonberg congratulated LGen Natynczyk on his upcoming appointment as the Chief of Defence Staff (CDS).

ITEM 2: ACCEPTANCE OF PREVIOUS MINUTES, AGENDA AND PREVIOUS BUSINESS

4. Mr. MacLennan asked for the committee's acceptance of the previous minutes and the agenda. Mr. Kingston clarified that a concern he raised at the December meeting referencing the language teachers in St-Jean was still outstanding. **Action: Cmdre MacIsaac will follow up on this and will contact Mr. Kingston.** The agenda was accepted as presented.

5. Mr. Fonberg noted that there were no issues of outstanding previous business.

ITEM 3: VCDS UPDATE

6. Mr. Fonberg invited LGen Natynczyk to provide the verbal presentation to the committee on the Defence Services Programme. The presentation described progress on the information provided during the December 2007 meeting, including plans for increasing human resources in the CF over the long term.

7. Discussions followed about workforce renewal, including the level of Defence Construction Canada (DCC) activities and apprenticeship programs. LGen Natynczyk remarked that the control of budgets is essential. He and Ms. Binnington indicated interest in reviewing the costs associated with DCC and discussion with Mr. MacLennan.

Action: Mr. Stevenson will meet with Mr. MacLennan to discuss and address these concerns. Secretarial note: Discussions were initiated and are on-going between ADM(IE) and UNDE.

ITEM 4: CONSULTATION FRAMEWORK

8. Mr. Fonberg suggested that the group consider the revised Consultation Framework Between the Department of National Defence and Unions Representing National Defence Employees. Mr. MacLennan noted that some clarifications were required with respect to the identification of chairpersons.
9. Mr. Mr. MacLennan and Mr. Schippers expressed interest in separate national UMCCs for each military environment. Mr. MacLennan opined that a forum similar to that of CAS would be very welcome in an organization such as CLS, an organization with a large number of civilian employees. **Action: BGen Poulter will follow up on UNDE requests to have meetings with the CLS.** Ms. Binnington noted considering whether the issues to be discussed were broad or cosmetic problems. Ms. Binnington and Mr. Fonberg indicated interest in forums, which could add value to the consultation process, noting that the current national forum was effective. *Secretarial note: CLS is organizing an informal discussion between senior employee representatives, Chief of Staff Land Operations and Director Land Personnel Management 5 to occur this fiscal year.*
10. **Action: Mr. Fonberg asked that committee members provide comments on the Consultation Framework to DGLRC prior to June 23, 2008.**

ITEM 5: PARKING POLICY

11. Mr. Fonberg invited RAdm Weadon to introduce Sharon Chamberlain, Director General Corporate and Shared Services (DGCSS), to present the information to the committee. Ms. Chamberlain explained that this was a follow-up presentation to a June 2007 UMCC presentation. She outlined the further consultations that had taken place, summarized the previous concerns and explained how they were being addressed in the latest versions of the policies. Copies of the draft policies had been sent to union members prior to the meeting and she explained that PWGSC was in the process of reviewing the definition of MOR (Minimal Operational Requirement) and that DND would likely be amending its definition to align with the PWGSC definition.
12. Mr. Fonberg thanked Ms. Chamberlain for the presentation. Discussions followed on the criteria used in applying the policy. Ms. Chamberlain noted that draft Q's and A's are being prepared to accompany the DAODs. Mr. MacLennan mentioned that he wanted to see a copy of the final DAODs before they were released. **Action: Ms. Chamberlain agreed to share a copy of the final version of the DAODs when available with the committee members.**

ITEM 6: ACCOMODATIONS UPDATE

13. Mr. Fonberg invited RAdm Weadon to again introduce Sharon Chamberlain, DGCSS, to provide an update on Accommodations. He mentioned that the update pertains to issues in the NCR (Ottawa/Gatineau) specifically. Ms. Chamberlain advised the committee that DND has immediate requirements for 2,000 office spaces and longer term for approximately 5,000. She advised there is a shortage of available NCR office space and as a result there is now overcrowding in some buildings and less than ideal office accommodations. She explained that PWGSC has the mandate to provide office accommodations and that DND has been working closely with PWGSC to find additional office space. She advised that DND would likely have to expand the boundaries for its office accommodations in order to acquire additional office space. A comment was raised about moving consultants out of the buildings to free up space and she advised that this was one of the approaches that was being used where appropriate. Mr. Fonberg thanked Ms. Chamberlain for her presentation.

ITEM 7: LEVEL 1 UPDATES

14. CMS: VAdm Robertson commented that he appreciated the approval of funding for apprenticeship within the Department, as this will be the signal of long-term commitment that will help attract talented youth to the Department. He noted his appreciation for the support of both the VCDS and HRCiv organizations in fully developing this new and important program for the Navy. Mr. Brown and Mr. Rogers noted that the funding approval was a very positive step.

15. ADM (FinCS): RAdm Weadon advised that options were being considered to resolve the outstanding issue of taxi chit usage. He observed that prepaid cards might be piloted in the future. Mr. Pentney commented that the implementation of such an option is greatly anticipated.

16. RAdm Weadon added that ADM (FinCS) is creating a developmental program for Access to Information and Privacy (ATIP) personnel

17. ADM (S&T): Dr. Walker updated the committee on the progress of the governmental panel considering laboratory co-management situations. He noted that the panel's report had been released and that it was available on the Treasury Board Secretariat (TBS) website. He noted that there was no intent to change the management of DND laboratories, due to a fairly specific mandate. He also noted an upcoming announcement that he and the principal of the Royal Military College (RMC) would make regarding a joint venture.

18. ADM (IM): Ms. Sauv -McCuan indicated that regional update meetings were being held and that consideration had been given to expanding service provision in locations such as Edmonton and Petawawa. Service provision will be enhanced through new service contracts or term employees. The Analysis option is currently being done.

She advised that liaison officers are responsible for consultation with unions in the regions and that consultation is being managed through existing meetings.

19. Ms. Sauv -McCuan described that functional adjustments are being considered, and these are happening at the Director level, and positions falling within Directorates will not be impacted.

20. Ms. Sauv -McCuan remarked that her organization has been working with PWGSC to develop shared service delivery models. She also mentioned the intent to launch a CS community management exercise, similar to those in the FI and PG groups.

21. Associate Deputy Minister: Mr. Pentney discussed the strategy review conducted on the implementation of IT rationalization. Deloitte & Touche were brought in to provide recommendations on the top priorities to expedite projects. Mr. Pentney also mentioned that an external advisory committee with representatives from other Departments had been formed. Ms. Sauv -McCuan described the consultation with PIPSC for activities associated with the Deloitte study. She commented that consultation associated with the interdepartmental committee's work would be conducted through Mr. Pentney's organization. Mr. Schippers expressed interest in further consultations on IT rationalization. Ms. Sauv -McCuan mentioned that a meeting between representatives of her organization, CLS and PIPSC might be useful. Mr. Schippers raised concerns over the perceived use of consultation services in Petawawa. **Action: Mr. Schippers offered to provide further information to Ms. Sauv -McCuan, who will subsequently follow up on the concern.**

22. ADM (Mat): Mr. Jacobson described the progress of the review of EN-ENG positions that had commenced in 2007. He noted that the first phase of the review had been completed and that many issues had been resolved successfully. Mr. Jacobson added that the second phase of the project was underway and briefly spoke about the next steps.

23. Mr. Jacobson also mentioned that the community management office was working well in ADM Mat with the ENG and PG groups. He spoke about transitioning the community management office to a function within what will be an integrated HR Directorate. He stated that the community management group might extend to the EL and EG groups in the future.

24. ADM (HR Civ): Ms. Binnington mentioned that the systematic reviews of groups are cyclical and that the community management office is a success. She commented that there is also a group within the ATIP division that works to assist people in planning their career paths. Mr. Schippers noted that the SP group has Departmental Career Development Committees as part of their collective agreement.

25. CLS: BGen Poulter indicated that the Army Support Restructuring Initiative had been successful, prior to its dismantling, in ensuring efficient redistribution of functions

between military members and civilian employees. He noted the likely options for future SWE increases.

26. ADM (HR Civ): Ms. Binnington identified work on staffing and apprenticeship programs. She noted the intent to respond in the most effective way possible.

27. ADM (IE): Mr. Stevenson had no items to raise.

28. CMP: Mr Wenek had no items to raise.

29. CAS: MGen Hincke had no items to raise.

30. VCDS: MGen Bertrand had no issues to raise.

ITEM 8: ROUND TABLE

31. Mr. Kingston asked if an assessment of the impact of changes to the official language policy had taken place. Ms. Binnington advised that representatives from CMP have given preliminary information, but that as the policy had not been in place for an extended period of time, the impacts had not been formally reported. Mr. Wenek commented that the new policy is likely to result in the same number of people attending training and going to schools. He added that there may be some temporary fluctuations as the phasing of language training under the new policy is worked out. Mr. Kingston noted that many members have an interest in second language training, however they lack access. Mr. Wenek stated that greater consideration would be given to targeting training as the policy matures. Mr. Kingston requested further information on this targeting when it has been developed. **Action: CMP will present an update on the approach in targeting participants for language training at an upcoming meeting.**

32. Mr. Schippers queried on the process of consultation for HR plans. Ms. Binnington commented that plans are developed through functional guidance and are integrated as part of the business plan. She noted that consultation was part of the ongoing business of Human Resources, but there was no formal obligation to consult on the plans. She provided that further information could be made available on the plan for the current year. She added that for specific issues about which PIPSC groups would like more information, the group could seek clarification.

33. Mr. Fletcher mentioned that some of the employees in the British MOD unit at CFB Suffield do not have access to the DWAN and PubliService, as discussed at the December meeting. **Action: BGen Poulter agreed to follow up on this issue with the Base Commander.** Mr. Brown and Mr. Rogers mentioned that for their employees who do not have access to personal computers at their worksites, kiosks had been a useful option. Mr. Fletcher noted that kiosks had not been overly successful in the past with this particular group.

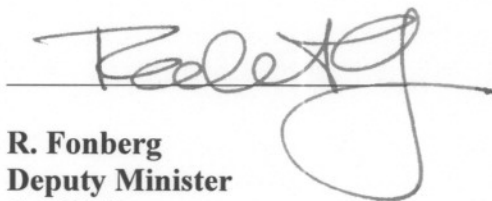
ITEM 9: CLOSING REMARKS

34. Mr. Pentney noted that the next meeting will be in December, 2008 at National Defence Headquarters, 101 Colonel By Drive, Ottawa, but that the exact time and location will be confirmed later.

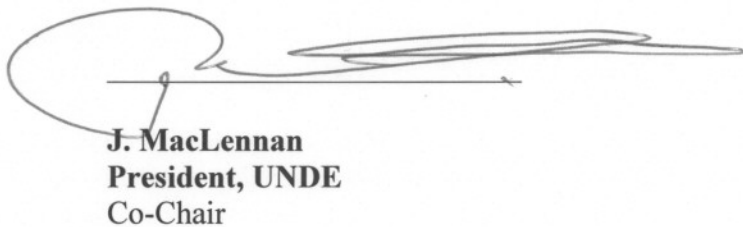
Secretarial note: The next meeting is scheduled for 14h00-16h00, December 4, 2008.

NEXT MEETING DATE

Approved by:



R. Fonberg
Deputy Minister
Co-Chair



J. MacLennan
President, UNDE
Co-Chair

