

**MINUTES OF THE
30 NOVEMBER 2009 UMCC 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:** VAdm J. A.D. Rouleau, Vice Chief of the Defence Staff
VAdm P.D. McFadden, Chief of the Maritime Staff
MGen T. J. Lawson, representing Chief of the Air Staff
BGen D.W. Thompson, representing Chief of the Land Staff
MGen W. Semianiw, Chief of the Military Personnel
Mr. S. Stevenson, Assistant Deputy Minister, (Infrastructure and Environment)
Ms. C.L. Binnington, Assistant Deputy Minister (Human Resources-Civilian)
Dr. R.S. Walker, Assistant Deputy Minister (Science and Technology)
Mr. K. Lindsey, Assistant Deputy Minister (Finance and Corporate Services)
Mr. D. Jacobson, representing Assistant Deputy Minister (Materiel)
Mr. K. Radford representing Assistant Deputy Minister (Information Management)
Mr. G. Maxwell, President, DND National Consultation Team, Professional Institute of the Public Service of the 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 the Canadian Financial Officers (ACFO)
Mr. B. Kingston, President, Agriculture Component, Public Service Alliance of Canada (PSAC)
Mr. D. Boulet, Business Manager, International Brotherhood of the Electrical Workers (IBEW Local 2228)
- Regrets:** Mr. W. Pentney, Associate Deputy Minister
LGen A. Leslie, Chief of the Land Staff
LGen J.P.A. Deschamps, Chief of the Air Staff
Mr. D. Ross, Assistant Deputy Minister (Materiel)
Mr. J. Turner, Assistant Deputy Minister (Information Management)
Dr. J.-M. Noël, President, Canadian Military College Faculty Association (CMCFA)

ITEM 1: Opening Remarks

1. Mr. Fonberg welcomed the group and introduced the new members, VAdm P.D. McFadden, Chief of the Maritime Staff and Mr. Kevin Lindsey, Assistant Deputy Minister (Finance and Corporate Services). He also welcomed MGen Lawson, BGen Thompson, Mr. David Jacobson and Mr. Radford who are attending on behalf of LGen Deschamps, LGen Leslie, Mr. Ross and Mr. Turner respectively.

ITEM 2: Acceptance of Previous Minutes and Agenda

2. Mr. MacLennan asked for the committee's acceptance of the previous minutes and of the agenda.

3. MGen Lawson indicated that the wording of paragraph 16 of the previous minutes on the Rationalize CE Project and the rationalization of the eight and eleven sites could lead readers to believe that there could be a WorkForce Adjustment situation. He asked that a change to the minutes be made to clarify that this was not the case. However, it was decided by the Co-Chairs that the minutes will not be modified but it would be noted in the minutes of this meeting. MGen Lawson wanted to ensure that all members of the committee understood that WorkForce Adjustment was not a factor under consideration in these reviews.

4. The minutes and agenda were accepted.

ITEM 2 (continue): Previous Business

5. Mr. Fonberg reviewed the previous business with specific inputs from the responsible L1's.

6. Mr. Fonberg noted that the Consultation Framework would be signed at the meeting.

7. Mr. Lindsey advised that Treasury Board should be issuing new directions on Parking before the end of the year. These directions may require changes to the current DAOD on Parking. Mr. Lindsey noted that Unions would be advised and consulted. *Secretarial note: The response to the Bargaining Agents' questions on parking was sent to the Bargaining Agents on 30 November 2009.*

8. Ms. Binnington confirmed that a copy of the presentation on training being given to PE's, which was provided at the 1 June 2009 Human Resources Sub-Committee meeting, had been sent to Mr. Boulet on 17 June 2009, as requested.

9. VAdm McFadden confirmed that he would be briefing the Committee on the results of the Employment Equity Trades Orientation Program (Aboriginals) during the L1 Update.

ITEM 3: Signing of Consultation Framework

10. The Co-Chairs signed the updated Consultation Framework.

ITEM 4: Budget on Staffing

11. Mr. MacLennan spoke on this issue. He raised concerns on the restrictions to the budget on staffing, overtime and classification. He indicated that, without consultation, many term employees had been terminated the day before their three year term roll-over to indeterminate status. He noted that, even though most cases had been corrected, it was a shameful practice, and that no respect had been shown to the employees. He also advised that it was putting a strain on the organization. He advised that he had requested an audit on hiring in DND and had asked for statistics on how many terms were on each base. He indicated this issue was also affecting not only terms, but other employees who had been successful in staffing processes and, due to cost, could not be relocated. He had been advised that information on terms, due to privacy issues, could not be given by location, and the request should be made at the National Level. Mr. MacLennan asked for information on the numbers of term employees by location. Ms. Binnington undertook to ensure he received the information.

12. Mr. Fonberg agreed that employees needed to be treated with respect and compassion. He further noted the strong bonds between DND and its employees and their representatives. He went on to describe the financial situation in which the department found itself at the end of the first quarter which resulted in the reprofiling of resources. A lengthy discussion ensued on the impact of the CFDS, the operations in Afghanistan and the 2010 Olympics on DND's budgetary pressures.

13. BGen Thompson added that the main priority for CLS and the department was the war in Afghanistan. As a result of reprofiling, the Army had its funding reduced. CLS had reviewed budget lines to reallocate funding but would not entertain any reduction in funds associated with training for war. Therefore those parts of the organization that were not directly implicated in preparing troops for war had been affected by the reduced funding brought on by the reprofiling exercise. He also advised that CLS civilian staff had increased from 4500 to 6200 since 2002 in large measure to backfill deploying military members. He stated that when military personnel return from Afghanistan, this number may need to be reduced.

14. Mr. MacLennan noted that most positions being cut were staffed by trades people and noted that it seemed only CLS was having issues with this. He also asked if the work would be done by contractors. Elsewhere, Mr. Maxwell asked for how long financial issues will last.

15. Mr. Fonberg responded by explaining that the DND/CF budget had grown to 19 Billion since the 2003-2004 fiscal year and the budget was expected to grow by two percent for next few years. He noted that DND was currently funded for 25 000 civilian employees. The main concern for the department was to determine what was the correct number of employees. Mr. Fonberg suggested that he would find a discussion on the DND/CF workforce useful.

16. Mr. MacLennan concluded the discussion by indicating that these budget constraints felt like the ones in the 90's and that many of his members were very concerned. He looked forward to the discussion at the next meeting. **Action: ADM (HR Civ) will provide the information on the numbers of employees by location. It was also agreed that the discussion on the Workforce would take place at the next meeting.**

ITEM 5: Parking Committees

17. Mr. MacLennan invited Mr. Maxwell to raise this issue.

18. Mr. Maxwell indicated that there had been lack of consultation concerning the policy. He also noted that he had not been given the justification for the establishment of fair market value and remarked that conditions were imposed on employees, including providing banking information to a third party to pay for parking. He added that it seemed that the department was only taking advice from Treasury Board and not consulting with the Unions. He had attempted to discuss this outside of the committee, but with no success. Consequently, he requested that Parking Committees for the National Capital Region be established so that employees could have a voice.

19. Mr. Lindsey mentioned that as he was new to the department, he wished to review the different issues before answering them. He added, as he had been informed, that Treasury Board would be providing new instructions on Parking. Once they were received, the Parking Policy may be modified.

ITEM 6: Level 1 Updates

20. ADM (HR Civ): Ms. Binnington advised that ADM (HR- Civ) had developed an action plan to address results of the Public Service Employee Survey and it had been provided to L1's. She noted that even though DND had done well on the survey, there were many areas where the department needed to improve. She informed the members that the Treasury Board had cancelled this year's survey. She also commented on the standardization of collective work descriptions for Administrative Assistants in ADM (HR Civ). Finally she noted that ADM (HR Civ) was piloting an Exit Survey and that the results would be available in mid 2010.

21. ADM (Mat): Mr. Jacobson advised that ADM (Mat) was moving forward on the ENG review and would be issuing an action plan. He also spoke on learning strategies and coaching strategies.

22. ADM (IE): Mr. Stevenson had no issues to raise.

23. ADM (IM): Mr. Radford gave an update on the Expeditionary Force Enhancement program. He noted that quarterly meetings were being held nationally with PIPSC to consult and discuss the progress of the program. He also informed the members that out of the 77 positions identified for reallocation within the Army, 62 positions were being filled by a combination of contractors and Term Public Servants.

24. CLS: BGen Thompson had no issues to raise.

25. CMS: VAdm McFadden briefed the committee on the success of the Employment Equity Trades Orientation Program. He advised that Phase 1 focused on Aboriginals and candidates had been selected by local community groups with the help of a liaison officer. They had been hired as casuals for a nine week program, given exposure to different trades and provided instructions, feedback and mentoring by Dockyard employees. He noted that there was high level of commitment from the diverse groups and employees had been given sensitivity training before the program had begun. Comments received on the program exceeded expectations. He advised that the second phase of the Program would target both Aboriginal and Visible Minorities and that Phase 3 would target women in non-traditional employment. He noted that due to the upcoming labour shortage the department would be facing in the near future, it was critical that the programs like this and the Apprenticeship Program continue. He advised that CMS would be seeking funding for the programs

from others, as CMS could not carry the burden of the cost for the program, especially the Apprenticeship Program, in its entirety. Mr. Rogers also commented that he had heard only rave reviews on the EE Trades Orientation Program from both apprentices and employees. He noted that the program provided the opportunity for young persons to be exposed to different trades, which could only help the employer.

26. CAS: MGen Lawson had no issues to raise.

27. CMP: MGen Semianiw noted that the CMP performance measures framework was almost completed and he would report on it at the next meeting. He advised that the move to the Montfort Hospital had taken place and that RX 2000 was closing soon with only one person left to be placed. Finally, he advised that Dr. Barrett had been contracted to work with a senior Civilian HR Classification Officer to prepare a UT Management Review.

28. ADM (Fin CS): Mr. Lindsey had no issues to raise.

29. ADM (S&T): Dr Walker advised that ADM (S&T)'s UMCC meeting would be held in two weeks. He noted that the key issues to be discussed were Civilians in Theatre as well as the Vancouver 2010 Olympics, including the application of the Travel Directive when working during the Olympics.

ITEM 7: Round Table

30. FGD TLC (W): Mr. Rogers spoke on the apprenticeship funding after 2012 and asked if DND was looking seriously at continuing the program. He noted that there was a trades labour shortage on the West Coast, due the high demand for trades people by the private sector in BC as well as Alberta. As a result, it was important that the apprenticeship funding be continued to mitigate the shortage.

31. IBEW: Mr. Boulet had no issues to raise.

32. PSAC: Mr. Kingston advised the committee that he had met with Col Meloche to discuss issues and the future of language training. He also commented on teachers' meager student load and noted he would be meeting with local authorities to discuss this in the next few weeks.

33. FGDC A: Mr. Denault commented on the DND EAP program and indicated that even though the Department was having financial issues, he thanked the department for continuing to invest in the program. He then wished everyone happy holidays.

34. CMSG: Mr. Boucher had no issues to raise.

35. PIPSC: Mr. Maxwell had no issues to raise.

36. ACFO: Mr. Isaacs raised concerns that his membership had noted that there had been a rise in physical altercations between employees and that there was also a rise in harassment cases. He was uncertain why this was happening but thought it may be attributed to the fiscal situation. He hoped this was just a short term issue.

37. FGD TLC (E): Mr. Brown spoke on the apprenticeship funding and gave statistics on how the program had rejuvenated the DND workforce. He noted that it was crucial that the funding be continued as many employees could retire in the next few years.

38. VCDS: VAdm Rouleau spoke on the success of the Apprenticeship program and noted that there was still a need for it, but the number of apprentices being hired may vary between bases. He also noted that the next year would be difficult due to the fiscal reality. However contrary to this year there was time to plan and prepare. He noted that the budget had not been reduced, but since the department was still deeply involved in Afghanistan, a large part of the budget was being spent to buy new equipment for the military. VAdm Rouleau asked if there was an LMRC done between Unions and CLS. Mr. MacLennan indicated that he had answered this already and would only have an LMRC if it was formal national consultation.

ITEM 8: Next meeting and Closing Remarks

39. Mr. Fonberg spoke on the importance of getting issues on the table and observed that he felt nothing but a strong commitment to collaboration between Management and the Unions and that the relationship was based on respect and transparency. He ended by wishing everyone an enjoyable holiday season.


40. Mr. MacLennan indicated that he was pleased with the consultation on the 2010 Olympics. He also noted that it was critical that funding for the apprenticeship program continued. He remarked on the importance of the EAP Program. Finally, he indicated that he would continue to push forward on the term issue, advising that the local level should be able to discuss this and that dialogue on this issue, should be done prior to June.

41. Mr. Fonberg thanked the committee and advised that the next meeting was tentatively scheduled for 8 June 2010. However, following a suggestion from Mr. MacLennan to have the meeting closer to the Federal Budget, the actual date, time and location would be confirmed later.

Approved by:



R. Fonberg
Deputy Minister
Co-Chair



J. MacLennan
President, UNDE
Co-Chair