

**MINUTES OF THE  
SEPTEMBER 15, 2003 MEETING  
UNION MANAGEMENT CONSULTATION COMMITTEE (UMCC)  
CONFERENCE ROOM B, NATIONAL DEFENCE HEADQUARTERS (NDHQ)**

- Co-Chairs: Mrs. K. M. Bloodworth, Deputy Minister (DM)  
Mr. H. Price, President, Federal Government Dockyard Trades and Labour  
Council (West)
- Members: LGen G. E. C. Macdonald, Vice Chief of the Defence Staff  
LGen J. M. C. Couture, Assistant Deputy Minister (Human Resources - Military)  
Mr. K. F. Ready, representing Assistant Deputy Minister (Materiel)  
[ADM (Mat)]  
VAdm R. D. Buck, Chief Maritime Staff (CMS)  
MGen J. H. P. M. Caron, representing Chief Land Staff (CLS)  
BGen E. G. Cloutier, representing Chief Air Staff (CAS)  
Ms. K. Ellis, Assistant Deputy Minister (Infrastructure and Environment)  
Ms. S. Siegel, Assistant Deputy Minister (Human Resources - Civilian)  
[ADM (HR-Civ)]  
RAdm. F. W. Gibson, representing Assistant Deputy Minister (Information  
Management)  
Dr. L. J. Leggat, Assistant Deputy Minister (Science & Technology)  
Mr. J. E. Harlick, Assistant Deputy Minister (Office of Critical Infrastructure  
Protection and Emergency Preparedness) [ADM (OCIPEP)]  
Mr. L. Surtees, representing Assistant Deputy Minister (Finance and Corporate  
Services)  
Mr. J. MacLennan, National President, Union of National Defence Employees  
(UNDE)  
Ms. K. Beres, Vice President, Professional Institute of the Public Service of  
Canada  
Mr. D. Reid, President, Federal Government Dockyard Trades and Labour  
Council (East)  
Mr. D. Roode, President, Federal Government Dockyard Chargehands  
Association  
Mr. A. Mortson, representing International Brotherhood of Electrical Workers,  
Local 2228  
Mr. M. Hosking, President, Association of Public Service Financial  
Administrators  
Mr. M. Sjoquist, President, Canadian Merchant Service Guild

**OPENING REMARKS**

1. Mrs. Bloodworth opened the meeting. A presentation was made by the DM to Mr. Price to mark his appointment as the new union co-chair. The DM also introduced the new members of the management team. Mrs. Bloodworth stated that Co-development appearing as the main

agenda item is indicative of the approach to Public Service (PS) Modernization and the Department of National Defence's (DND) commitment to it.

2. Mr. Price thanked the Department for its assistance in fighting forest fires in British Columbia. He agreed with Mrs. Bloodworth as to the importance of co-development, noting that it was not equivalent to co-management.

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

3. The minutes of the February 28, 2003 meeting were accepted. The agenda was also accepted.

### **CO-DEVELOPMENT**

4. Ms. Siegel emphasized the view that co-development is a very important piece of the labour-management co-operation continuum and will shape the way we look at consultation in the future. Ms. Siegel then introduced Mr. R. Sullivan and asked him to make his presentation on this item.

5. Mr. Sullivan gave a brief report on the status of Bill C-25, the *Public Service Modernization Act*. He then reviewed the concept and merits of co-development and proposed the formation of a sub-committee to the UMCC to develop a framework for co-development in DND. He also presented a draft Terms of Reference for this sub-committee. The mandate would include developing the definition, principles, criteria and process for conducting co-development, at the national, intermediate and local levels. As proposed, the sub-committee would be composed of five union executives and by five management members selected from CMS, CLS, CAS, ADM (Mat) and ADM (HR-Civ). If necessary, a chair or co-chairs would be selected by the members. In the event that the proposal is adopted, the sub-committee would be expected to deliver the aforementioned framework at the next UMCC meeting on March 1, 2004.

6. Following the co-development presentation, Ms. Siegel suggested that the sub-committee might be an excellent means through which to gather the many ideas and perspectives of both management and the unions. The unions expressed concern on several issues. They focussed on the efficacy of the creation and mandate of another committee, the proposed number of union members on the sub-committee and their costs associated with participation. The DM reiterated that it is important to set the framework, guidelines and parameters of co-development. She also confirmed that once the sub-committee has fulfilled its mandate that it would be stood down. Mr. Price stated that the union executives would meet to consider this proposal and report to the DM on the way they wish to proceed by the end of the month. Mr. Sullivan will amend the TORs to reflect the tightening of the mandate as discussed.

### **ROUND TABLE**

7. Ms. Ellis stated that she was looking forward to co-chairing the 1<sup>st</sup> meeting on classification reform.
8. As a new member to the UMCC, Mr. Reid introduced himself. He underlined the major responsibility of the UMCC as senior leaders. Mr. Reid indicated that since 9/11 the role of the Fleet Maintenance Facility (FMF) members has been reinforced and new challenges have been introduced. He also thanked DND for reinstating the Apprentice Program and emphasized the need to focus on the recruitment and retention of the term and casual workforce. Mrs. Bloodworth stated that the union has done a superb job at supporting the Navy and is deserving of our thanks.
9. Mr. Ready informed the committee that the Material Acquisition and Optimization Project (MASOP) is proceeding and that the first quarterly meeting with the unions will take place at the end of September.
10. Mr. Roode stated that the staffing levels of some departments have returned to pre-program review levels. Since DND is not, it will be necessary to provide to units and employees the necessary tools to do business. The fact that these tools are not being provided could cause an important loss of people and knowledge.
11. VAdm Buck acknowledged the importance of the civilian workforce and that the incremental efforts were being made on apprenticeship as a result of financial support by ADM (HR-Civ).
12. Mr. MacLennan brought up several points. The first was the need to have a consultation forum at OCIPEP to deal with issues such as management support for language training for the employees affected by the move of the Emergency Preparedness College from Arnprior to Ottawa. Another issue for consultation could be consideration of the conversion of long term contractors into PS jobs. Mr. Harlick advised that he would discuss this issue offline with Mr. MacLennan.
13. Mr. MacLennan then queried whether NDHQ would relocate into the JDS Uniphase facilities. Mr. Surtees informed the committee that the government had not yet decided to purchase the facilities. If the property is purchased, no decision has been made as to which department(s) would be located there. If and when a decision is made to move DND/CF to that location, consultation with the unions will occur.
14. Mr. MacLennan further stated that since the German air force is departing from CFB Goose Bay, there is fear that the base will be closing. BGen Cloutier responded that there were efforts being made to market Goose Bay and that a working group headed by BGen Bastien was actively looking for solutions and future possibilities.
15. Mr. MacLennan also discussed the issue of the firefighting services in Gagetown. The DM requested that MGen Caron investigate and advise UNDE on the situation.

16. The last point brought up by Mr. MacLennan dealt with the announcement by the media to the effect that monies in the amount of \$200M would have to be returned to Treasury Board. The DM stated that DND would not be giving up any money, rather this \$200M is the amount referred to in the February budget for reallocation within DND/CF.

### **CLOSING REMARKS**

17. Mr. Price reiterated his personal feelings on the importance of these meetings. Mrs. Bloodworth agreed and invited the members to bring forth issues as they arise. She also pointed out that since the operational tempo of the CF is in no way diminishing, the pressure on the workforce is great. The DM concluded by stating that she viewed PS Modernization as involving much more than the *PS Modernization Act* and that there was much work ahead. Mrs. Bloodworth thanked all the members for their participation.

K. M. Bloodworth  
Co-Chair

H. Price  
Co-Chair