

National UMCC
National Union Management Consultation Committee

6 December 2018
101 Colonel By
Executive Boardroom B, 13ST

- Co-Chairs:** Jody Thomas, Deputy Minister
June Winger, President, Union of National Defence Employees (UNDE)
- Members:** Bill Matthews, Senior Associate Deputy Minister
Gord Venner, Associate Deputy Minister
MGen Frances Allen for LGen Paul Wynnyk, A/Vice Chief of the Defence Staff
MGen Paul Ormsby for Patrick Finn, Assistant Deputy Minister (Materiel)
RAdm Art MacDonald for VAdm Ron Lloyd Commander, Royal Canadian Navy
BGen Liam McGarry for LGen Jean-Marc Lanthier, Commander, Canadian Army
BGen Eric Kenny for LGen Al Meinzigner, Commander Royal Canadian Air Force
Cmdre Simon Page for LGen Charles Lamarre, Commander, Military Personnel Command
Werner Liedtke for Claude Rochette, Assistant Deputy Minister (Finance) / Chief Financial Officer
MGen Sylvain Sirois for Rob Chambers A/Assistant Deputy Minister (Infrastructure and Environment)
Kin Choi, Assistant Deputy Minister (Human Resources-Civilian)
Len Bastien, Assistant Deputy Minister (Information Management)
Sophie Galarneau, for Isabelle Desmartis, Assistant Deputy Minister (Science and Technology)
Stephen Burt, Assistant Deputy Minister (Data, Innovation and Analytics)
Col Audrey Shortridge for Peter Hammerschmidt, Assistant Deputy Minister (Policy)
Des Rogers, President, Federal Government Dockyard Trades and Labour Council (West) (FGDTLC-W)
Richard Cashin, President, Federal Government Dockyard Chargehands Association (FGDCA)
Jerry Ryan, President, Federal Government Dockyard Trades and Labour Council (East) (FGDTLC-E)
Mark Boucher, National President, Canadian Merchant Service Guild (CMSG)
Jean-Marc Noël, President, Canadian Military College Faculty Association (CMCFA)

Fabian Murphy, National President, Public Service Alliance of Canada (PSAC), Agriculture Component
 Glenn Maxwell, President, DND National Consultation Lead, Professional Institute of the Public Service of Canada (PIPSC)

Regrets:

LGen Paul Wynnyk, A/Vice Chief of the Defence Staff
 LGen Jean-Marc Lanthier, Commander Canadian Army
 LGen Al Meinzigner, Commander Royal Canadian Air Force
 LGen Charles Lamarre, Commander, Military Personnel Command
 Isabelle Desmartis, Assistant Deputy Minister (Science and Technology)
 Claude Rochette, Assistant Deputy Minister (Finance) / Chief Financial Officer
 Rob Chambers, Assistant Deputy Minister (Infrastructure and Environment)
 Peter Hammerschmidt, Assistant Deputy Minister (Policy)
 Amipal Manchanda, Assistant Deputy Minister (Review Services)
 Patrick Finn, Assistant Deputy Minister (Materiel)
 Paul Cameron, Business Manager, International Brotherhood of Electrical Workers, Local 2228 (IBEW)
 Jessica Guitard, representing Canadian Association of Professional Employees (CAPE)
 Dany Richard, Association of Canadian Financial Officers (ACFO)

ITEMS	OPI	DECISION / ACTION	OPI(s) & Deadlines (DL)
1. Opening Remarks	Co-Chairs	The Co-Chairs welcomed participants.	
2. Acceptance of Previous Minutes and Agenda	All	The committee members accepted the minutes of the last meeting, with minor typographical corrections. Ms. June Winger requested that the agenda be amended to include Mental Health as sponsored by Mr. Jerry Ryan. Mr. Kin Choi indicated that Mental Health should continue to be a standing item on the UMCC and apologized for the oversight.	
3. Mental Health	FGDTLC(E)	A moment of silence was observed by all members of the committee in recognition of the loss of an	

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3. Mental Health (Cont'd)	FGDTLC(E)	<p>employee of the department and member of the FGDTLC(E).</p> <p>Mr. Ryan provided an overview of current departmental initiatives pertaining to Mental Health and reminded the committee members of the importance of discussing Mental Health issues at the UMCC. He discussed the three (3) technical committee reports that have been written and are currently circulating within the Public Service. The third report focusses on accountability. Mr. Ryan praised the Department for the work done on addressing Mental Health but recognized the need for investment in time and training as well as the need to help employees. He indicated that Disability Management is an evolution of the Employee Assistance Program. He further recognized the importance, and work accomplished by the Family Resource Centres.</p> <p>Ms. Thomas informed on the powerful event that had taken place on Monday, 3 December 2018, and indicated a need to increase the talk on Mental Health.</p>	Committee to be updated on Mental Health events/activities as part of standing agenda item
4. PSES Update and Way Forward	ADM (HR-Civ)	<p>Mr. Choi indicated that a similar update and deck on the 2017 PSES results was presented to and approved by DTHRC on 30 November 2018.</p> <p>Ms. Danielle Momeault, COS ADM(HR-Civ), shared progress on the department's 2017 PSES</p>	

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<p>4. PSES Update and Way Forward (Cont'd)</p>	<p>ADM (HR-Civ)</p>	<p>action plan. She indicated that the Defence Workplace Wellbeing Survey (DWWS) would include military members and work will be undertaken with MPC to develop plans for the entire Defence Team. Ms. Morneau indicated the way forward for the LO PSES Action Plan is to include collaboration between LIs on meaningful action plans, working with Champions, data analytics and military/civilian engagement on development of solutions.</p> <p>MGen Allen mentioned the working group currently reviewing the 2018 DWWS and its effects on Occupational Health & Safety (OHS). The working group is currently looking to translate that analysis into recommendations.</p> <p>Mr. Murphy provided an update on the work undertaken by Service-Wide Committee on Occupational Health and Safety committee (SWOHS) as well as the PSPC Master Standing Offers list for competent persons.</p> <p>Mr. Ryan reiterated the need for managers to be familiar with IPG81 and more specifically Section 21 concerning Privacy. MGen Allen indicated that templates prepared will be re-issued within the Department.</p> <p>Mr. Maxwell raised concerns with the low participation rates by employees; citing issues with</p>	<p>DL: Templates to be re-issued as soon as available</p>

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<p>4. PSES Update and Way Forward (Cont'd)</p>	<p>ADM (HR-Civ)</p>	<p>being heard by Senior Leadership and lack of progress.</p> <p>Ms. Morneau indicated a need for increased L1 accountability within the framework as well as capitalizing on good work currently going on.</p> <p>Ms. Thomas and Mr. Matthews indicated that, while the timing of the PSES surveys can be of concern, the departmental results have remained consistent over the years. They further indicated that, in order to address the employee response rate and employee engagement, the committee will need to collectively remediate the problem.</p> <p>Ms. Galarneau proposed that L1s communicate with their organizations on the 2017 PSES results prior to the commencement of the new survey.</p>	<p>Item to be placed on next UMCC agenda for discussion</p>
<p>5. HR to Pay Stabilization</p>	<p>ADM(HR-Civ)</p>	<p>Mr. Phil Furlan, Director HR to Pay Stabilization, provided a brief overview of DND's initiatives to address issues related to the Phoenix pay system such as the new Human Resources Services and Support (HRSS) as well as Q2 results and progress.</p> <p>Ms. Thomas mentioned increased L1 accountability and awareness for timeliness and data entry. These now form part of the MAF.</p> <p>Mr. Maxwell brought forth concerns relating to retroactive</p>	<p>DL: ADM (HR-Civ) Departmental update to be provided at next UMCC.</p>

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5. HR to Pay Stabilization (Cont'd)	ADM(HR-Civ)	<p>pay calculations and impacts on collective bargaining. Mr. Choi indicated that these issues are being discussed at Office of the Chief Human Resource Officer (OCHRO) as well as in collective bargaining.</p> <p>Ms. Winger indicated a slow uptake by employees to request priority payments due to lack of confidence in the process. She mentioned a lack of confidence in the calculations and impacts to existing pay. She further brought forth issues as it pertains to the salary range found on the letters of offer and limited in-home access to the PSPC online calculators.</p> <p>Mr. Furlan indicated the new Insight tool being developed by PSPC and currently in the testing phase, which should provide employees with greater and more accurate pay information.</p> <p>Mr. Ryan indicated the continued need for compensation advisors even once Phoenix issues are addressed.</p> <p>Ms. Thomas indicated a continued need for compensation advisors within the Department.</p> <p>Mr. Murphy spoke of the recent November 2018 PSAC communiqué to employees regarding the reimbursement of union dues.</p>	

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		Ms. Winger recognized the ongoing work by the department on all matters pertaining to Phoenix.	
6. Health Break	All	Committee members took a short health break.	
7. Update on SSE Implementation	ADM(Fin)	<p>Mr. Liedtke, Chief Financial Management, provided a financial update on SSE implementation.</p> <p>Mr. Matthews communicated that the department is heading in a good direction with many new initiatives coming in the future.</p> <p>Committee members engaged in a discussion on the allocation of SWE and O&M budgets within the department.</p>	
8. Labour Relations Update	ADM(HR-Civ)	<p>Ms. Bordeleau, Director Civilian Labour Relations provided an update on four issues: Cannabis, LI Final Level Grievance Process, Sensitive Case Management Committee, and Bill C-65.</p> <p>On Cannabis, Ms. Bordeleau indicated that the department was two (2) months into the implementation of DAOD 2007-2, Use of Cannabis by Civilians. Concerns have been brought forth by the labour community regarding the written notification for employees working in safety sensitive positions. Ms. Bordeleau indicated that the department is currently working with Director General Safety (D Safe G) to</p>	

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<p>8. Labour Relations Update (Cont'd)</p>	<p>ADM(HR-Civ)</p>	<p>support in the assessment of safety sensitive duties.</p> <p>On the L1 Final Level Grievance Pilot Project, Ms. Bordeleau reported that the department currently has seven (7) grievances meeting the requirements of the pilot; five (5) pertaining to harassment and two (2) being terminations of employment. She indicated that all impacted L1 organization have been contacted and three (3) hearings are scheduled for Dec 2018 – January 2019.</p> <p>On the Sensitive Case Management Oversight (SCMO) Committee, Ms. Bordeleau informed of the recent 30 November 2018 meeting where three (3) new cases were presented. She further communicated that, to date, eleven (11) cases pertaining to a variety of issues have been presented. Of the 11 cases, eight (8) have involved harassment with four (4) being harassment of a sexual nature.</p> <p>Ms. Bordeleau provided an update on Bill C-65 and informed that it received Royal Assent on 25 October 2018. She further indicated that Bill C-65 will focus on prevention, response and support and will now be a standing item on the UMCC Human Resources Sub-Committee agenda.</p> <p>Mr. Maxwell indicated that the Office of Disability Management (ODM) centres are working well and</p>	

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8. Labour Relations Update (Cont'd)	ADM(HR-Civ)	<p>reiterated the need for continued funding.</p> <p>Mr. Choi reminded of the good progress to date for a program that is not yet two (2) years old. He reiterated his commitment to grow the ODM program.</p> <p>With regard to the DAOD on Cannabis, Mr. Boucher appreciated the inclusion of comments raised by the bargaining agent but recognize that more work needs to be done.</p> <p>Regarding the ODM Centres, Mr. Rogers reported great success for the program on behalf of his membership. He further reiterated the need for the growth of this program to be identified a priority of the Deputy Minister.</p> <p>Ms. Winger also echoed similar thoughts pertaining to the success and need of the ODM Centres. Ms. Winger indicated a concern for the SCMOC, regarding procedural fairness for the members whose cases are brought forth to this Committee and then file a grievance. Discussions were held between Mr. Matthews, Mr. Choi and Ms. Winger on the final level grievance authority.</p>	
9. Level 1 Reports	VCDS	<p>MGen Allen informed of a number of issues currently affecting Health & Safety within the Department. She reiterated her commitment to the DWWS as well as undertaking a holistic view of Bill C- 65.</p>	

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9. Level I Reports (Cont'd)	ADM(Pol)	Col Shortridge indicated the continued emphasis and work undertaken in response to the 2017 PSES with particular attention being placed on Mental Health, Harassment and Phoenix.	
	ADM(DIA)	Mr. Burt discussed the mandate and work that will be completed by the newly created Data, Innovation and Analytics organization.	
	ADM (S&T)	Ms. Galarnau discussed the Total Health and Wellness Strategy currently being reviewed and the organization's commitment to establishing measurable outcomes.	
	ADM(Fin)	Mr. Liedtke informed of the launch of an internal harassment prevention and resolution webpage. He further informed of two (2) successful employee townhalls and two (2) information sessions on the road to mental readiness. He informed of the launch of the manager/supervisor network and of the classification modernization project that was to commence.	
	ADM(HR-Civ)	Mr. Choi informed of the upcoming Mental Health events. He updated on the growth in compensation advisors, the significant headway completed in staffing, the 3-year classification plan and the previously discussed LR updates.	
	RCN	RAdm MacDonald informed on the growth plan currently underway within the RCN. He further updated on the action plan of the RCN further to the PSES results. He informed of the new civilian engagement initiatives underway.	

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9. Level 1 Reports (Cont'd)	RCAF	BGen Kenny discussed the ongoing work in training managers to address Phoenix issues. He also mentioned that further work is being completed on the 2017 PSES action plan.	
	ADM(IE)	MGen Sirois informed of the recent sectoral UMCC held 4 December 2018 where discussions were held to demystify the Energy Performance Contracts (EPC) process.	
	CA	BGen McGarry informed of the continued work on pay and timeliness issues with the focus on helping employees and the integral part civilians fill within the organization.	
	ADM(IM)	Mr. Bastien informed of the growth within his organization; especially as it pertains to student employment. He further informed of the continued collaboration with PIPSC on the CS to IT conversion underway. Lastly he informed of the continued work done on the 2017 PSES action plan.	
	ADM(Mat)	MGen Ormsby informed of the continued commitment to addressing and resolving Phoenix issues. He further informed of the expanded professional training for the procurement group in support of SSE initiative 98.	
10. Round Table	FGDTLC-E	Mr. Ryan spoke of the Cannabis DAOD and indicated support for a DAOD on impairment and for consistency within the Department.	

BIEMS	OPI	DECISION / ACTION	OPI(s) & Deadlines (DL)
10. Round Table (Cont'd)	CMSG	Mr. Boucher informed of the newly reached collective agreement between TBS and the Guild and informed that most members have commented that much has already been implemented.	
	Agriculture Component (PSAC)	Mr. Murphy informed of the new standards on Mental Health in the workplace.	
	PIPSC	Mr. Maxwell encouraged all L1s to continue scheduling and organizing all staff within their organizations and requested that bargaining agents be invited to attend.	
	FGDTLC-W	Mr. Rogers reiterated the need for additional resources for the ODM and EAP programs. He thanked the HR-Civ compensation team for their assistance in addressing all issues and issues of greater complexity.	
	UNDE	Ms. Winger informed of staffing issues within the organization. She further thanked all committee members for the open discussion.	
11: Next Meeting and Closing Remarks	SADM and UNDE	Mr. Matthews and Ms. Winger thanked members for their participation.	

Approved by:

JAN 25 2019


 Jody Thomas
 Co-Chair


 June Winger
 Co-Chair