

RECORD OF DECISION
Union Management Consultation Committee (UMCC)
04 June 2020, 1430 hrs to 1630 hrs
Microsoft Teams Videoconference

Agenda			
Item	Subject	OPI	
1.	Opening Remarks	Co-Chairs	
2.	Acceptance of Agenda and Previous Minutes	Co-Chairs	
3.	GBA +	Corp Sec	
4.	Business Resumption Planning	VCDS	
5.	L1 Business Resumption Reports	Level 1s	
6.	Mental Health	FGDTLC(E)	
7.	Roundtable	All	
8.	Closing Remarks	Co-Chairs	
Membership			
Co-Chairs		Replacement	Observer
Deputy Minister	Jody Thomas		
UNDE	June Winger		Benoit Laberge
Members			
Assoc. DM	Claude Rochette		
VCDS	LGen Lanthier	MGen Allen	
RCN	VAdm McDonald		
CA	LGen Eyre		
RCAF	LGen Meinzingher		
MPC	VAdm Edmundson		
ADM(HR-Civ)	Kin Choi		
ADM(Fin) / CFO	Cheri Crosby		
ADM(IE)	Rob Chambers	MGen Sirois	
ADM(Mat)	Troy Crosby		Simon Page
ADM(IM)	Len Bastien		Maj Andersen
ADM(S&T)	Isabelle Desmartis		
Corp Sec	Isabelle Daoust		
FGDTLC(W)	Des Rogers		Kevin Walsh
FGDTLC(E)	Jerry Ryan		Yves Fournier
CMSG	Mark Boucher	Joy Thomson	
PSAC Agricultural Union	Fabian Murphy		
PIPSC	Glenn Maxwell		
IBEW	Paul Cameron		Francis Vaillancourt
CAPE	Jessica Guitard		
ACFO	Dany Richard		
ADM(HR-Civ), DGWM	Peter Hooey		Jennifer Bordeleau
Regrets			
CMCFA	Jean-Marc Noël		
FGDCA	Richard Cashin		
Presenters			
FGDTLC(E)	Jerry Ryan		
Corp Sec	Isabelle Daoust		

DVCDS
Resources
DGWM
DGWM

MGen Allen
Charlaine Mallette, Strategic Advisor
Alana Smith, Executive Assistant

Record of Decision

Item 1: Opening Remarks

Summary:

- The Co-Chairs welcomed the committee members.
- Ms. Jody Thomas, Deputy Minister (DM), reminded the Committee of the various challenges and devastating losses that the Defence Team has experienced this year, including the tragic cyclone and Snowbird crashes. She indicated that as the Department progresses towards business resumption, communication has been and will remain a key element for the Defence Team.

Item 2: Acceptance of Agenda and Previous Minutes

Supporting Documents: UMCC 05 December 2019 Record of Decision, UMCC 04 June 2020 Agenda, UMCC 05 December 2019 Action Item Matrix

Summary:

- Ms. Winger, President, Union of National Defence Employees (UNDE), proceeded with the acceptance of the agenda and the previous meeting's Record of Decision.
- Mr. Choi, Assistant Deputy Minister (Human Resources – Civilian) (ADM(HR-Civ)), welcomed member's input with regards to the UMCC Action Item Matrix.
- The previous meeting's Record of Decision was adopted by the Committee. The 04 June 2020 agenda was amended to accommodate a scheduling conflict for Jerry Ryan, President, Federal Government Dockyard Trade and Labour Council (East) (FGDTLC(E)). Mental Health was moved from item 3 to 6.

Item 3: GBA+

Supporting Documents: No supporting documents.

Summary:

- Ms. Isabelle Daoust, Corporate Secretariat (Corp Sec), provided members with a COVID-19 update from a Gender-Based Analysis Plus (GBA+) standpoint. She indicated that data pertaining to the effects of the pandemic on employees is continually being collected.
- Ms. Daoust stated that as per Deputy Minister / Chief of the Defence Staff direction, all business resumption plans must undergo a GBA+ analysis prior to approval. She indicated that a one-size-fits-all approach does not work in these circumstances, and a flexible approach is best.
- Ms. Daoust mentioned that she would like to discuss gender-disaggregated data with unions in the future.

Discussion:

- Ms. Thomas stated that a tool has been developed to help the Defence Team plan Business Resumption with a GBA+ lens.
- VAdm Edmundson announced that the Director General Military Personnel Research and Analysis (DGMPPRA) Survey results will be released mid-June over a 30 day period. He mentioned that data points from the survey will be valuable in terms of Business Resumption Planning.

- Ms. Winger asked whether decisions from GBA+ analyses will be shared with members, to highlight where they were applied in the Business Resumption Plans. Ms. Thomas indicated that the analyses could have privacy implications. Ms. Daoust suggested that examples could be provided, based on the cases being analyzed. VAdm Edmundson stated that some data points on the GBA+ analyses will be shared with the DGMPPRA survey results.

Action Item:

- Gender-disaggregated data will be shared with unions at a Human Resources Sub-Committee meeting.

Item 4: Business Resumption Planning

Supporting Documents: DM/CDS Joint Directive – DND/CAF COVID-19 Public Health Measures and Personal Protection, Business Resumption Planning Directive Placemat, Occupational Health and Safety Conditions for Business Resumption, CDS/DM Directive for the Resumption of Activities

Summary:

- MGen Allen provided a high-level overview of Business Resumption Planning for the Defence Team.
- MGen Allen indicated that as of 13 March 2020, the Defence Team reduced their posture to meet provincial and national mandates, but now the Department is required to slowly bring back critical support activities, and ramp up additional core activities. She clarified that Business Resumption is not a transaction whereby work is facilitated at full capacity, but instead it provides an interim look at the situation.
- MGen Allen stated that due to new conditions in the workplace, assumptions had to be made around the possibility of future regressions, requests for assistance (RFAs), disruption in supply chains, and the disproportionate impact on the Defence Team.

Discussion:

- Mr. Maxwell, President, Professional Institute of the Public Service of Canada (PIPSC), indicated that communication pieces are not always being passed down by local management in L3s and L4s. He stated that many concerns have been raised about employees returning to work without being fully apprised of the situation, in terms of personal protective equipment, social distancing standards in the workplace, etc. Mr. Maxwell asked whether it was possible to have message discipline for L3 and L4 managers, to ensure that all messages on business resumption are being communicated uniformly. Mr. Claude Rochette, Associate Deputy Minister (Assoc. DM), stated the importance of communicating with employees and said he will continue to address any issues on this subject. MGen Allen indicated that OHS conditions have to be met in order for employees to return to work, which include an online course and an orientation briefing, so managers should be aware of these resources, as they are a good reference point.
- Ms. Winger stated that there are employees reporting to work without clear roles and responsibilities who want to understand their contribution to the workplace. Ms. Thomas indicated that she would like a list of specific work units who are not communicating the messages with their employees, so she may resolve the problem. She also clarified that if there is not enough work for employees during the resumption of business, managers should not be discouraged to ask employees to stay home. Ms. Winger stated that providing work units will be a challenge, as this information is not always provided by those who are bringing forward the issues.

- Mr. Des Rogers, President, Federal Government Dockyard Trade and Labour Council (West) (FGDTLC(W)), stated that the collaboration and communication between the Defence Team and the units on the West Coast have been exemplary down to local management.

Item 5: L1 Business Resumption Reports

Supporting Documents: No supporting documents.

Summary:

- **Royal Canadian Navy:** VAdm MacDonald, Commander, Royal Canadian Navy (RCN), provided an update on RCN Business Resumption. He indicated that RCN is asymmetrically and incrementally resuming business, with precautions in place for a full return on 1 July 2020. VAdm MacDonald noted that Personal Protective Equipment (PPE) is a priority, as well as the ability to support physical distancing. RCN will be having a meeting with Bargaining Agents on the coasts to go over the plan in advance of 1 July 2020.
- **Canadian Army:** LGen Eyre, Commander, Canadian Army (CA), provided an update on CA Business Resumption. LGen Eyre stated that Operation Readiness is perishable, and we owe it to the country to be prepared to defend when needed. He indicated that the intent of the CA is to resume business in a deliberate and incremental manner, while respecting local conditions, paying attention to detail, maintaining standards and onboarding employees back into the workplace. LGen Eyre stated that the CA's priorities are readiness for potential for fires, preparing for deployments overseas, and resuming training.
- **Military Personnel Command:** VAdm Edmundson provided an update on MPC Business Resumption. He stated that MPC has maintained 100% output in key areas of business, but that capacity is being lost daily as skilled individuals are releasing due to the slow restart of business. VAdm Edmundson indicated that MPC is prepared for regressions and will provide flexibility to employees based on their needs. MPC is providing weekly updates to all employees, and engaging unions with resumption updates.
- **Royal Canadian Air Force:** LGen Meinzinger, Commander, Royal Canadian Air Force (RCAF), provided an update on RCAF Business Resumption. LGen Meinzinger indicated that the RCAF is implementing an asynchronous approach for business resumption across L2s, and is currently focused on moving from critical to essential work while being deliberate and progressive. He stated that the RCAF needs to maintain readiness, and preserve competencies. LGen Meinzinger noted that the RCAF's current priorities moving ahead will be assessing infrastructure facilities for training and rebalancing the overall RCAF training enterprise.
- **Assistant Deputy Minister (Material):** Mr. Crosby, Assistant Deputy Minister (Material) (ADM(Mat)), provided an update on ADM(Mat) Business Resumption. Mr. Crosby indicated that business never stopped, and that key fleets continued to be supported during the pandemic. He noted that ADM(Mat) is continuing to ramp up activities, and are allowing employees to return to the workplace, but not requiring it. Mr. Troy stated that ADM(Mat) will focus on being well positioned nationally before resuming activities internationally.
- **Assistant Deputy Minister (Infrastructure & Environment):** MGen Sirois, Chief of Staff, Assistant Deputy Minister (Infrastructure and Environment) (ADM(IE)), provided an update on ADM(IE) Business Resumption. MGen Sirois mentioned the excellent relationship that ADM(IE) has with the bargaining agents, from L1 to L4s. The ADM(IE) L1 UMCC occurred on Monday, 1 June 2020, with no significant issue to report. MGen Sirois described the four very different workforces that make up ADM(IE), the distribution across Canada and the asymmetry for the business resumption plan. ADM(IE) employees continued to work throughout the pandemic to provide essential services to the CAF and DND, either working from home or physically at work (Real Property Operations (RP Ops) and Canadian Forces Housing Agency (CFHA)). The physical presence of RP Ops and CFHA employees will

significantly augment during the summer period to make best use of the summer construction season and complete necessary maintenance work.

Item 6: Mental Health

Supporting Documents: No supporting documents.

Summary:

- Mr. Jerry Ryan, President, Federal Government Dockyard Trade and Labour Council (East) (FGDTLC(E)), spoke about Mental Health cases related to COVID-19. He mentioned the Employee and Social Development Canada (ESDC) Minister Mandate Letter, which tasks the Minister with making mental health a pillar of workplace health and safety. Mr. Ryan indicated that collaboration will be an important aspect of this issue, and that allowing members to sit on health and safety committees would be best, as requirements continue to transpire on health and safety issues.

Discussion:

- MGen Allen, Deputy Vice Chief of the Defence Staff (DVCDS), affirmed the importance for Occupational Health and Safety (OHS) in the workplace. She indicated that OHS assessments can help identify solutions to process and identify psychological health factors and workplace conditions, which will help address and improve the issues.

Item 7: Roundtable

Supporting Documents: No supporting documents.

Discussion:

- Mr. Maxwell indicated that PIPSC has been sending letters of inquiry to managers, seeking clarity on contracting postings, and that timely responses are not being received. He stated that the Institute is concerned about the trend they are observing regarding the lack of responses. Ms. Thomas asked that a call is facilitated between PIPSC, ADM(HR-Civ) and herself to discuss the issue.
- Mr. Simon Page, Associate Assistant Deputy Minister, Assistant Deputy Minister (Material) (ADM(Mat)), reminded the Committee that National Public Service Week is occurring from 14-20 June 2020, with events scheduled nationally to recognize employees.

Action Item:

- A meeting will be scheduled between PIPSC, ADM(HR-Civ) and the DM's office with regards to timely responses to contracting out inquiries.

Item 8: Closing Remarks

Supporting Documents: No supporting documents

Summary:

- Ms. Winger stated that Public Servants need to be recognized for their continued support to the Department, as they are devoted and proud to serve Canadians. She indicated that clear communication and patience will remain important throughout the pandemic.
- Ms. Thomas indicated that holding another Union Management Consultation Committee meeting in two weeks may be valuable.
- Mr. Rochette reminded the Committee to continue to report any issues, so they can be addressed.

- The Co-Chairs thanked the Committee for their participation and noted that they looked forward to seeing members again at the 3 December 2020 UMCC meeting.


Record of Decision Approved by:



Jody Thomas
Deputy Minister
Co-Chair



June Winger
UNDE
Co-Chair



Date

June 24, 2020

Date