

RECORD OF DECISION
Union Management Consultation Committee (UMCC)
08 December 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.	Mental Health	FGDTLC(E) & ADM(HR-Civ)
4.	Bill C-65	ADM(HR-Civ)
5.	Overview of PSAC Report	UNDE
6.	L1 Business Resumption Reports	Level 1s
7.	Round Table	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 Rouleau		RAdm Baines	
RCN	VAdm McDonald		RAdm Sutherland	
CA	LGen Eyre			
RCAF	LGen Meinzinger			
MPC	VAdm Edmundson			
ADM(HR-Civ)	Kin Choi			
ADM(Fin) / CFO	Cheri Crosby			
ADM(IE)	Rob Chambers			
ADM(Mat)	Troy Crosby			
ADM(IM)	Len Bastien			
ADM(DRDC)	Isabelle Desmartis			
FGDTLC(W)	Des Rogers			
FGDTLC(E)	Jerry Ryan			Yves Fournier
FGDCA	Richard Cashin			Wanda Boudreau
CMSG	Mark Boucher			
PSAC Agricultural Union	Fabian Murphy			Milton Dyck
PIPSC	Glenn Maxwell			
IBEW	Paul Cameron			Francis Vaillancourt
CAPE	Jessica Guitard		Dean Wythe	
ACFO	Dany Richard			
ADM(HR-Civ), DGWM	Peter Hooey			Jennifer Bordeleau
Presenters				
FGDTLC(E)	Jerry Ryan			
ADM (HR-Civ), DGWM	François Bariteau			
ADM (HR-Civ), DGWM	Peter Hooey			
UNDE	June Winger			

Resources

DGWM	Ewa Zielinski, A/Strategic Advisor
DGWM	Aleesha Wallace, A/Executive Assistant

Record of Decision

Item 1: Opening Remarks

Summary:

- The Co-Chairs welcomed the committee members.
- Mr. Claude Rochette, Associate Deputy Minister (Assoc. DM), reminded the committee that 2020 has been a tough year for many DND employees. He requests that any new issues continue to be brought to management's attention to ensure that it is actioned accordingly.

Item 2: Acceptance of Agenda and Previous Minutes

Supporting Documents: UMCC 04 June 2020 Record of Decision, UMCC 08 December 2020 Agenda

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.
- The previous meeting's Record of Decision was adopted by the Committee.

Item 3: Mental Health

Supporting Documents: No supporting documents.

Summary:

- Mr. Francois Bariteau, Director, Total Health Management (ADM (HR-Civ), DGWM)) and Mr. Jerry Ryan Federal Government Dockyard Trade and Labour Council (East)(FGDTLC(E)), provided members with a Mental Health update.
- Mr. Bariteau advised the committee that the recent product posted on both the intranet and www.Canada.ca page have been well received by employees. Mr. Bariteau stated that with feedback from the Defence Team, the upcoming tools and resources will be adjusted in order to better serve employees.
- Mr. Bariteau explained that the link between mental health and risk assessment and measures is a large factor. The next steps for 2021 are to further build health and safety links to mental health.
- Mr. Ryan stated that risk assessments and preventative measures have a large impact on member safety. Mr. Ryan emphasized the need for regular communications and health and safety meetings to comprehensively assess root causes so that sites that don't have the correct measures in place are closely monitored.

Discussion:

- Mr. Fabian Murphy, Public Service Alliance of Canada Agricultural Union (PSAC Agricultural Union) stated that there has been a lot of emphasis placed on the upcoming Bill C-65 to resolve issues that were not able to be addressed. Mr. Murphy reminded the committee that employees need a mentally safe workplace in addition to being mentally safe in order to achieve success.
- Ms. Winger indicated that upon review of disability claims and programs, mental health issues is now the number one claim for disability insurance. Ms. Winger stated application claims have reduced during the pandemic and is concerned that the return to work may present

challenges to employees who otherwise would have been on Sunlife. Ms. Helen Luu, President Canadian Military Colleges Faculty Association (CMCFA) advised the committee of the mental health issues her members are experiencing due to COVID, and that members are reluctant to go on leave to not let students down. Ms. Luu stated that sometimes the messages of resilience sent can be burdening employees as it sometimes leads to feeling of being solely responsible for declining mental health.

- Mr. Rochette agreed that discussions need to continue in order to provide members with the best support for the new normal. Mr. Rochette suggested that the IDEAS program be leveraged in order to both relieve pressure and challenge certain business processes. Ms. Isabelle Desmartis, Assistant Deputy Minister (Defence Research and Development Canada) indicated that she would be happy to assist with the use of this program.
- Mr. Kin Choi, Assistant Deputy Minister (Human Resources – Civilian) (ADM(HR-Civ)) thanked Mr. Murphy for all of his support on the Bill C-65 project. He stated that the Employee Assistance Program (EAP) has not seen much take up recently, especially with member families. Mr. Choi advised that communications will be sent shortly to remind employees of the great resources that have been made available to all.
- Mr. Des Rogers, Federal Government Dockyard Trade and Labour Council (West) (FDGTLC (W)) stated that discussions are ongoing for development of return to work training. Mr. Rogers advised that not reminding employees that the EAP resource is available was a large factor in the lack of family activity but will be addressed in the new push.

Item 4: Bill C-65

Supporting Documents: Bill C-65 Presentation

Summary:

- Mr. Hooley, Director General Workplace Management (ADM (HR-Civ), DGWM) provided the committee with a brief update on Bill C-65. Mr. Hooley stated that the policy and intake system will be in place by 1 January 2020, however continuous work with various sub-committees and Bargaining Agents will need to continue in order to further refine these systems and programs.

Discussion:

- Mr. Rochette indicated that the main focus should be member's knowledge of the required processes, and that Bargaining Agents will all be consulted for all to agree on the way forward.
- Mr. Glenn Maxwell, Professional Institute of the Public Service of Canada (PIPSC), inquired about the cases that are currently in the backlog, he asked how the cases would be approached and how would cases that would fit into the new bill be actioned.
- Mr. Murphy reminded the committee that all complaints submitted prior to 1 January 2021 will still adhere to the old regulations. Mr. Murphy advised that the main changes with regards to Bill C-65 are the imposed timelines and terminology used.
- Mr. Ryan added that more support will be gained with Bill C-65 and the focus will be on causes and measures to resolve issues. Mr. Ryan noted that new COE will have links to various tools in order to best assist members and resolve cases.

Item 5: Overview of PSAC Report

Supporting Documents: No supporting documents.

Summary:

- Ms. Winger briefed committee members on the UNDE and PSAC contracting out report.
- Ms. Winger explained that a comprehensive report was developed to shine the light on privatisation of civilian work in the department. She indicated that the report is the first action in this national campaign to stop the contracting out of public service work. Ms. Winger stated that some management have blamed the contracting out on a lack of Salary and Wage Envelope (SWE), security clearance, and length of time for staffing.
- Ms. Winger indicated that the fund difference should be reinvested for a safe workplace for Public Servants rather than contracting out.
- Ms. Winger is calling on the Minister of Defence, the Minister of PSPC and the Government of Canada to stop contracting out civilian defence work, to contract back in those jobs that are already contracted out, to reinvest the funds that they will save back into ensuring that civilian and military members have safer workplaces, free from discrimination, sexism, racism, homophobia, and harassment. She is also insisting that the government review the laws and processes around access to information, to ensure greater transparency that weighs the public good before the interests of the profit-seeking private sector.

Discussion:

- Mr. Maxwell advised that this report echoes the PIPSC work on contracting out and that the continuous struggle for management to hire Public Service employees remains. Mr. Maxwell indicated that the flexibility in Operations and Maintenance (O&M) vs. Salary and Wage Envelope (SWE) influences management to hire contractors. Mr. Maxwell stated that as a result of the lack of communication on this issue, a Public Service Labour Relations and Employment Board (PSLREB) case has been opened. Mr. Maxwell suggested that L1 budgeting be explained to Bargaining Agents in order to better understand the decisions being made.
- Ms. Jody Thomas, Deputy Minister (DM) expressed her disappointment in the lack of discussion with the Department prior to the release of this report. She stated that more in depth discussions and education will take place with the Level 1 team to ensure proper SWE management and address the challenges that have been presented. Ms. Thomas indicated that an L1 salary allocation will be reported back to the committee to ensure transparency. Ms. Thomas advised that each L1 will require a business case when contracting out for large-scale projects, in situations of potential workforce adjustment, or where management is considering replacing existing public service positions with contractors on a long-term or permanent basis. She stated that the replacement of positions is a workforce adjustment and is solely her authority. Ms. Thomas indicated that business cases are not required for work in addition to the public service employee complement already established, for short-term urgent needs, or in case of a shortage of resources.
- Mr. Rochette highlighted ADM(Mat) for their use of their Project Management Office (PMO) to allocate funds and has encouraged colleagues to discuss and consider options that are outside of the box.
- Ms. Luu reminded the committee of the current issue that is happening with RMC faculty. Ms. Luu stated that depending on the SWE for the year, members are hired either as contract or casual employees, and some of these contracts are broken up in order to be funded. Depending on the year, members will have different rights, benefits, and salaries while performing the same functions. Ms. Luu explained that these members provide services to the Government of Canada, yet are suffering due to the little amount of protection received.

- Ms. Winger explained that the additional items identified in the report also be addressed, such as security clearances, staffing delays and lack of contract reviews.
- Ms. Thomas stated that the many of the issues presented are being unfairly associated to ADM(HR-Civ), the service standards for staffing are being met, and security clearances are not something that can be controlled. Ms. Thomas indicated that further work will be done with other departments in order to improve relations.
- Mr. Troy Crosby, Assistant Deputy Minister (Material) (ADM(Mat)), stated that systems of sustained business are being implemented for case analysis. He further stated that a more rigorous process has been put in place with regards to large projects and renewing contracts.
- Ms. Cheri Crosby, Assistant Deputy Minister (Finance) (ADM(Fin)), reminded the committee that when new collective agreements are signed, Treasury Board of Canada Secretariat (TBS) provides the additional funding required. She noted that the SWE has continued to increase year after year, and that she and Mr. Choi have recently sent out a joint statement the L1's to clarify the contracting out process and to further explain that there is no hiring freeze due to increased wages.

Item 6: L1 Business Resumption Reports

Supporting Documents: No supporting documents.

Summary:

- **Royal Canadian Navy:** RAdm Sutherland, replacing the Commander, Royal Canadian Navy (RCN), provided an update on RCN Business Resumption. He stated that the RCN is very thankful for all of the support that the RCN has received from the unions. RAdm Sutherland indicated that Health and Safety remains top of mind for the RCN and VAdm Macdonald will be meeting with the Bargaining Agents on 28 January 2021 to shape the way forward.
- **Canadian Army:** LGen Eyre, Commander, Canadian Army (CA), provided an update on CA Business Resumption. LGen Eyre stated that training has begun for thousands of troops, and hundreds of courses are underway in order to rebuild readiness. He indicated that Troops that are currently overseas are on standby for upcoming operations. LGen Eyre stated as more employees return to work, best practices from other L1's and drills have been an effective way to prepare for potential issues. LGen Eyre indicated a SWE review process is taking place in order to prioritize resource requirements accordingly.
- **Military Personnel Command:** VAdm Edmundson provided an update on MPC Business Resumption. He stated that positive communication has recently been published as a result of a recent MPC COVID survey. VAdm Edmundson advised that MPC is working diligently on Mental Health through the Total Health and Wellness Strategy.
- **Royal Canadian Air Force:** LGen Meinzinger, Commander, Royal Canadian Air Force (RCAF), provided an update on RCAF Business Resumption. LGen Meinzinger indicated that activities have slowly resumed, 1,500 members have been a critical part of the recent restart of the RCAF. He stated that efforts have continued throughout Canada and initial concerns regarding the Business Resumption Plan (BRP) have been resolved. LGen Meinzinger advised that the chain of command have pledged to remain aligned with management and to communicate changes to bargaining agents. LGen Meinzinger stated that the RCAF is encouraging Flexible Work Arrangements (FWA) where applicable and ensuring that proper health measures remain in place.
- **Assistant Deputy Minister (Materiel):** Mr. Troy Crosby, Assistant Deputy Minister (Materiel) (ADM(Mat)), provided an update on ADM(Mat) Business resumption. Mr. Crosby advised that ADM(Mat) recently hosted a year end meeting with their employees. He indicated that the highlights of the meeting were: the insight provided by Labour Relations Officers, and

mental health and wellness discussions. Mr. Crosby stated that a planning session has been scheduled with senior management in order to better address the issues presented.

- **Assistant Deputy Minister (Infrastructure and Environment):** Mr. Rob Chambers, Assistant Deputy Minister (Infrastructure and Environment) (ADM(IE)), provided an update on ADM(IE) Business Resumption. Mr. Chambers indicated that Real Property Operation Staff has continued as an essential service with 70% of employees on site. He advised that as a result of the UMCC a few weeks ago, specific issues such as Firefighter Gear have been addressed. Mr. Chambers stated that he is looking forward to collaborating with the Bargaining Agents on the Public Service Employee Survey (PSES) reports as well as anti-racism initiatives.
- **Assistant Deputy Minister (Finance):** Ms. Cheri Crosby, Assistant Deputy Minister (Finance) (ADM(Fin)) indicated that 96% of ADM(Fin) staff are currently working remotely and are producing excellent results. She indicated that this shows financial services can be delivered remotely. Ms. Crosby advised that ADM(Fin) is working more attentively on engagement and mental health awareness. Ms. Crosby noted that COVID expenditures for L1's are being monitored and a package of additional investments is being developed for further economic stimulus should the opportunity arise.
- **Assistant Deputy Minister (Information Management):** Mr. Len Bastien, Assistant Deputy Minister (Information Management) (ADM(IM)), explained that all Computer Systems (CS) positions will begin to be converted to IT positions as all mapping and guidance has been issued. He stated that working closely with HR and PIPSC, a community of common interest will be formed with benefits for the members including professional development. Mr. Bastien advised that modern technology like Microsoft Teams has been of great value to DND during this pandemic and allowed for larger and more routine gathering virtually, something that was not possible when we only had the option to gather physically together; recently he hosted townhall events where up to 600 employees got to take part.
- **Assistant Deputy Minister (Defence Research and Development Canada):** Ms. Isabelle Desmartis, Assistant Deputy Minister (Defence Research and Development Canada) (ADM(DRDC)), indicated that throughout the pandemic her team is engaging as much as possible with employees and bargaining agents in order to prepare for Stage 4. Ms. Desmartis advised that working groups on diversity and inclusion are being created in to address major challenges and identify priorities.

Item 7: Roundtable

Supporting Documents: No supporting documents.

Discussion:

- Ms. Luu inquired on the response to a question she posed at the recent UMCC Check-In meeting regarding on-site vs. remote teaching protocols. VAdm Edmundson advised that the communication to University Teachers (UT) was to teach in their preferred method, however protocols will need to be put in place. He will provide a more fulsome answer to Ms. Luu.
- Ms. Winger expressed her gratitude for the decreasing grievance backlog and hopes to continue collaboration to ensure that the backlog is completely reduced in 2021.

Item 8: Closing Remarks

Supporting Documents: No supporting documents

Summary:

- Ms. Winger stated that she looks forward to working with all committee members on diversity and inclusion initiatives.

- Ms. Thomas indicated that while not all employees are able to take leave, it is important for members to check on employees and ensure that they receive some rest..
- Ms. Thomas thanked the committee for their support and cooperation in maintaining an open line of communication. As a result, the Business Continuity Plan continues to go well and employees have felt supported.
- The Co-Chairs thanked the Committee for their participation and noted that they looked forward to seeing members again at the next UMCC meeting.

Record of Decision Approved by:



Jody Thomas
Deputy Minister
Co-Chair



June Winger
UNDE
Co-Chair

27.01.21
Date

Jan 28, 2021
Date