



6007-4 (A1 AI ROG Coord)

Date in electronic signature

MINUTES OF THE 43rd MEETING OF
THE AIR DIVISION UNION MANAGEMENT
CONSULTATION COMMITTEE WINNIPEG, MANITOBA 6 JUNE 2019

Co-chairs:

BGen S.T. Boyle, DComd 1 CAD
Mr. T.M. Miller, UNDE VP (BC)

Members:

Col D.A. Barton, 1 CAD A1
Ms. M. Simcoe, UNDE VP (MB/SK)
Maj K.V. Dort, 2 CAD A1
Mr. M. Journeay, Professional Institute of the Public Service of Canada

Secretary:

WO S.C. Matheson, 1 CAD A1 AI ROG Coord

Resource Persons (Ex-Officio):

Ms. R.D. Hallick, Manager, Future Workforce Strategies and Planning
Mr. G. Girard, Labour Relations, ADM (HR-Civ)

Regrets:

Col K. Kimpinski, 2 CAD COS
LCol A.F. Ermel, 1 CAD A8

INTRODUCTORY REMARKS

1. The meeting was convened at 1335hrs, with the co-chairs offering their respective greeting to attendees.

CAN UNCLASSIFIED

6. Classification Project Plan: Vacancy Management for DND aimed to reduce percentage of vacant positions to 10% - the RCAF is now at 6%. Phase II: Full Organizational Structure Review - need cost effective and effective structures that supports business requirements and mandates of organizations. Mapping exercise moving towards 90% of jobs mapped to SJDs. Ms. Hallick will provide an update on the classifications. Manager, Future Workforce Strategies and Planning
7. Performance Management App: for the 1st year using the app - as of 13 May 19, RCAF had 58% year-end completed. There are struggles with the data integrity and a new way of tracking is being tested in Ottawa right now to ensure better data is reported by managers. However, being the 1st year running, there have been some glitches. Manager, Future Workforce Strategies and Planning
8. PSES Action Plan: Results have been reviewed and analysed. The results still need to go through translation and will be disseminated then. The next survey will be 22 July to 30 August. Mr. Miller suggested that the stakeholders/union be consulted in developing the plan. Ms. Hallick also noted the timing of the meetings as the stakeholders should probably attend to add their thoughts. The next NUMCC meeting is 5 Dec 2019. Manager, Future Workforce Strategies and Planning
9. National Public Service Week: 10 – 14 June 2019. This was celebrated across the country at all Defence establishments, with good participation and interaction amongst management, employees and unions. Manager, Future Workforce Strategies and Planning
10. Labour Laws: regarding collective bargaining – TB has come to an agreement with 13 bargaining agents in dealing with compensation rated to issues with Phoenix. This has resulted in 5 days of additional leave. Labour Relations, ADM (HR-Civ)

NEW BUSINESS

11. IMP Members: Mr. Miller asked what the long range plans for the Cormorants are. BGen Boyle answered the midlife upgrade is to only extend the service life of the airframe. There are no plans to change the SAR mission or move the squadrons. Col Barton confirmed there are no plans to change the SAR mission or geographically move helicopters, and passed information on to Mr. Miller. UNDE VP (BC)