



6007-4 (A1 Pers & Pol 4)

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MINUTES OF THE 46TH MEETING OF THE AIR DIVISION
UNION MANAGEMENT CONSULTATION COMMITTEE
HELD IN WINNIPEG, MANITOBA ON 16 NOVEMBER 2020

Co-Chairs:

BGen M.W. Goulden, 1 CAD DComd
Mr. T.M. Miller, UNDE VP (BC)

Members:

Col D.A. Barton, 1 CAD A1
Col D. Shyjak, 2 CAD COS
Maj J.A. Dickens, 2 CAD A1
Mr. M.J. Journeay, PIPSC Regular Steward (ATL)
Ms. M. Simcoe, UNDE VP (MB/SK)

Ex-Officio:

Ms. M.M.J. Lamoureux, DCHRSC Atlantic
Mr. G. Girard, LR Officer ADM (HR-Civ)

Secretary:

Cpl P.J.L. Jenner, 1 CAD A1 Force Mgt 3-2

Regrets:

Col C.M. Shapka, 1 CAD COS

INTRODUCTIONS/WELCOME

ACTION BY

1. After introductions, the Co-Chairs convened the meeting at 14:02. BGen Goulden welcomed all attendees and acknowledged that this would be his first Air Div UMCC. Mr. Miller commented on the surge in COVID-19 numbers, which will dominate the impact on the continuity plan. Mr. Miller welcomed BGen Goulden and acknowledged Col Barton for his excellent efforts in trying to keep lines of communication open in order to address the multitude of concerns that arose in the early days of the pandemic - the weekly teleconference with union representatives that he initiated was very effective and was appreciated by all. BGen Goulden echoed Mr. Miller's response towards Col Barton and agreed that communication is key.

REVIEW OF PREVIOUS MINUTES

2. Col Barton stated that the minutes of the 45th meeting of the Air Div UMCC held on May 20 were prepared and reviewed early, however their signing was delayed by turnover of key personnel over the summer and lack of positive tracking on the final staffing process. Col Barton apologized that the minutes were therefore not signed prior to this meeting. Mr. Miller had no issues with the minutes however before signing he would like the other labour reps to review them first. All participants indicated their endorsement of the minutes, Col Barton will follow up to ensure that co-chairs sign them and they are distributed.

Col Barton

OLD BUSINESS

3. Mr. Girard stated that he had heard back from "Andrew Hill" and will follow up separately with Mr. Journey on DoA for travel approval to continental US.

Mr. Journey

4. Col Barton stated that the second item under Old Business, lines of communication, had already been discussed earlier and further stressed the importance of maintaining good lines of communication.

5. BGen Goulden reflected back to item 6 from previous minutes, Position with the CP-140 of 14 Wing, asking clarification as to whether action had been completed. Mr. Journey advised that it had been completed.

STANDING ITEMS

6. Budget Overview: Col Barton stated that 1 CAD is on track with the budget this year and is expected to spend all Civ SWE. Just like every other year, they would like to see more money and hire more civilian staff. Col Barton assured the UMCC that Wings are doing their best to prioritize and manage civ hiring to make the most effectiveness use of their limited SWE.

7. Mr. Journeay asked whether percentages could be added to the slide. Col Barton acknowledged that this would be a good idea and BGen Goulden asked Col Barton to ensure that this will be added in the next meeting.

8. BGen Goulden noted that 1 CAD had expended 57% of available SWE, which is normal at this point in the FY.

9. Col Barton noted that 2 CAD is in a similar position and Col Shyiak indicated that he had no additional points on the budget for 2 CAD.

CIVILIAN WORKFORCE UPDATES

10. Classification Updates (CS to IT mapping blitz): Col Barton advised that the deadline is still Dec 20 and DADD is working with DCCO to do their best to finish on time. They continue to be challenged to develop new standard job descriptions for some of the unique work within DND/RCAF.

Col Barton

11. Staffing: Col Barton reported that during the first phase of lock down due to Covid-19, staffing was shut down then slowly reopened in the summer months. Critical priorities were identified at that time, however we are now back to normal staffing prioritization. The staffing prioritization tool is being used by Wings to make sure SWE is being spent wisely and effectively.

12. Ms Simcoe indicated that Dundurn firefighter positions are still not being filled to proper staffing levels, with SWE being spent on overtime instead of additional firefighters. Ms Simcoe stated that CFFM compliance reviews for Dundurn show these deficiencies and she has discussed this with the new WComd at 17 Wg, Col Proteau. Col Shyiak asked Ms. Simcoe to reach out to him offline; he believes the required staffing has increased by one additional Firefighter.

(Secretarial note: Ms. Simcoe later expressed concern with

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Commissionaires performing the alarm functions that should be assigned to firefighters (as written in their work description). She also indicated that an FR01 position has been turned into an FR03 Inspector position, and that a five firefighter minimum manning to respond to fire requires a total 28 member crew.) Ms. Simcoe

13. Public Service Performance Agreements: Col Barton noted that managers should have now completed mid-year assessments on all civilian employees. He will be requesting statistics on this and following up with our Wings to make sure that this is happening. Col Barton

14. Ms. Simcoe brought up a situation where a manager had lowered the rating of an employee because they were working remotely and therefore had not been observed sufficiently for higher rating. Upon union advice, the mbr initiated a conversation with their manager that resulted in correction of the rating. Col Barton thanked Ms. Simcoe for taking corrective action on this; he will also remind Wings on the proper application of flexible work agreements, which should be reviewed and updated as required. Col Barton

NEW BUSINESS

15. OP LASER BCPs: CDS issued a new order (referred to as a Reset Order), to update on current COVID-19 situation and share his expectations concerning our operational focus. 1 CAD Op Order has also been issued, recognizing there are different health risk levels across the country, with variety of preventative health measures in place. In 1 CAD HQ additional laptops have been issued to enable more remote work arrangements, with majority of our members (military and civilian) currently working from home.

16. Col Shyiak noted that BGen O'Reilly had signed a new OP LASER order on 12 Nov 20, which is very similar to the Op Order issued by 1 CAD. He offered to provide soft copies of this order to union reps. Ms. Simcoe is happy to hear the maximizing of remote work arrangements. BGen Goulden stated the intent is for everyone to have laptops and more have been ordered. Col Shyiak

17. Mr. Journeay asked a question on procurement and Vote 5 Funds – he was informed by his Sqn that they couldn't purchase more laptops as they required Vote 5 funds, which they didn't have in their budget. BGen Goulden indicated this could also be Mr. Journeay

a problem in getting equipment delivered and paid for by end FY; he offered his assistance to help Mr. Journey with this issue in Greenwood. Col Barton suggested the Wing Comptroller follow up with A8. BGen Goulden stressed that anyone who hears of any similar issues should bring them up with Col Barton or him.

18. Mr. Journey commended 14 WComd for being pro-active in regards to informing people of new mbrs coming on to base, whether being posted in or coming back from overseas, and self-isolating. This allows civilian mbrs or contractors to initiate discussion and make decisions as to whether or not they feel comfortable to come into work.

19. Col Barton pointed out a “contracting in” letter written by the UNDE President, encouraging DND to stop contracting out and bring that work back into the public service. Col Barton thanked our UNDE reps for taking initiative. Ms. Simcoe stated that PSAC and UNDE are working together on this initiative which was released nationally approximately 3-4 weeks ago. This problem arises because of our lack of SWE, with the only viable option often being contracting out. Mr. Journey added that it sometimes takes enormous amount of time to do the staffing even after it has been approved. BGen Goulden agreed that management needs to promote this to all locations.

Col Barton

ROUNDTABLE DISCUSSIONS

20. Ms. Simcoe stated she will follow up with Col Shyiak in regards to Dundurn.

Ms. Simcoe

21. Mr. Journey states he is looking forward to working with Mr. Girard on the OUTCAN issue.

22. BGen Goulden thanked everyone for the collaboration and agreed we are all motivated toward the same results. He encouraged continued open communication in order to resolve issues at the lowest possible levels. BGen Goulden praised everyone for adapting to the changes brought on by COVID-19 and making the appropriate flexible arrangements to get the work done.

23. Mr. Miller brought up two new points:

- a. Policy changes and confusion on use of 699 leave; mbrs told to use personal leave first. Mr. Girard advised that new Treasury Board guidelines were issued on 9 Nov 20 and that guidance on different

Mr. Girard

sample scenarios was provided on the canada.gc.ca COVID-19 employee illness and leave website. Mr. Girard will provide Col Barton with link to this site. Col Barton informed Mr. Miller he would be available for follow up discussions in order to clarify any confusion.

(Secretarial note: Mr. Girard provided the web link immediately following the meeting)

- b. Treasury Board messaging on cash out of unused leave. Can management force mbrs to take leave? Mr. Girard explained that different collective agreements and different scenarios make this difficult to answer, but basically members are normally expected to use their annual leave in the year it is earned. Col Barton advises Mr. Miller he was unprepared to discuss this at the meeting, but would be available for follow up discussions as required.

Mr. Miller

CLOSING REMARKS/ADJOURNMENT

24. The Co-Chairs thanked the attendees for their time and adjourned the meeting at 15:27.

X

BGen M.W. Goulden
1 CAD DComd

X

Mr. T.M. Miller
UNDE VP (BC)

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