



6007-4 (A1 Pers & Pol 4)

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MINUTES OF THE 47<sup>TH</sup> MEETING OF  
THE AIR DIVISION UNION MANAGEMENT  
CONSULTATION COMMITTEE (UMCC) HELD  
IN WINNIPEG, MANITOBA ON 12 MAY 2021

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 C.M. Shapka, 1 CAD HQ COS  
Col D. Shyjak, 2 CAD COS  
LCol N.W. Cameron, 1 CAD A1 PERS  
Maj J.A. Dickens, 2 CAD A1  
Mr. M.J. Journeay, PIPSC Regular Steward (ATL)  
Ms. M. Simcoe, UNDE VP (MB/SK)  
Ms. T. Slywka, ADM HR-Civ Labour Relations Officer

Secretary:

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

Regrets:

LCol S. Ash, Cndt Barker College

**INTRODUCTIONS/WELCOME**

**ACTION BY**

1. After introductions, the Co-Chairs convened the meeting at 13:00 and welcomed the attendees. Mr. Miller welcomed everyone, stated the country is at a milestone with 40% of people being inoculated as we head towards herd immunity. Mr. Miller expressed gratitude towards Col Barton for his excellent efforts and for supporting him through all the various issues that popped up between the meetings. BGen Goulden acknowledged this is the 47th meeting and thanked Col Barton and Mr. Miller for their exceptional collaboration. He noted the difficulties with COVID and making sure mbrs have all the equipment they need to work remotely. Col Barton echoed back his appreciation for union feedback on issues, which are addressed to him prior to elevating to the national level, so that solutions can be sought at the lowest possible levels.
- Col Barton  
Mr. Miller  
BGen Goulden

**REVIEW OF PREVIOUS MINUTES**

2. Col Barton stated that the minutes of the 46<sup>th</sup> meeting of the Air Div UMCC held on 16 Nov 20 were signed by the Co-Chairs and distributed. BGen Goulden requested clarification on the process for review, signing and distribution of the minutes. Mr. Miller and Col Barton both agree having it reviewed by everyone prior, making any required corrections and then sending back to co-chairs for signature was a good process. Ms. Simcoe stated that item 12 for firefighters in Dundurn is still an ongoing issue with offline discussions with 2 CAD. Mr. Journeay reflected on the discussions on OUTCAN in previous meetings; an email came out saying HR is satisfied with status quo. Col Barton agreed to raise this to L1 UMCC.
- Ms. Simcoe  
Col Barton

**OLD BUSINESS**

3. Col Barton stated that three items of Old Business from the 46<sup>th</sup> meeting were on the Agenda for further discussion.
4. Col Shyiak advised that 2 CAD work postures are consistent with CAF and local guidelines, with no issues to date. All mil and civ have laptops and are able to connect to DVPNI with no issues therefore work is continuing, therefore no difficulties that need to be discussed.
- Col Shyiak
5. Col Shapka confirmed that 1 CAD is similar to 2 CAD; their business continuity is adjusting across the wings depending on the prevalence of COVID in their particular areas. We are in reactionary mode to provincial regulations and their changing requirements; with
- Col Shapka

all wings aligning to those requirements, they are able to provide required resources to both Mil and Civ.

6. Ms. Simcoe requested clarification that there were no shortages with laptops for all mbrs. Col Shapka responded that they have triaged the allocation of laptops to the roles that are able to work from home. Roles that are not suited to online work from home were not provided laptops. Col Barton clarified the equipment is not a limiting factor. Ms. Simcoe

7. Col Barton asked Mr. Miller about 699 Leave and annual leave accumulation, which were discussed at our previous meeting, if there are any lingering concerns about either issue. Mr. Miller had no further concerns with these two topics, but expressed concern about 698 leave which is recommended for members leaving work to receive COVID vaccinations. This leave item is not currently available for electronic leave approval - Mr. Miller asked if and when that kind of leave will be available. Ms. Slywka stated that 698 is also intended for annual Physical/Dental/Eye appointments. This has never been available within HRMS, and needs to be approved in hardcopy. Col Barton agreed that this is something that should be changed and agreed to raise this to the national level, at next week's RCAF UMCC. Mr. Miller  
Ms. Slywka  
Col Barton

### STANDING ITEMS

8. Budget Overview: Col Barton stated that last year 1 and 2 CAD spent every penny and 1 CAD may actually end up overspent when final adjustments are made. Col Barton

9. Mr. Miller asked how treasury board is coming up with additional funds for pay raises. Col Barton agreed that this is a concern, and that additional SWE to cover pay raises are being sought at a higher level. BGen Goulden was optimistic that this will be resolved, as it is already being addressed at the national level.

### CIVILIAN WORKFORCE UPDATES

10. Public Service Performance Agreement: Col Barton stressed some of the problems in keeping this on track in 2020 and that many units are still catching up with required timelines for personnel assessments. Col Barton received stats last week showing we still have a ways to go in the Air Force; these stats have been pushed down to Wings/Units to make sure everyone receives their year-end performance assessment and their new-year performance agreements. Col Barton

**NEW BUSINESS**

11. Col Barton noted that there was no new business on the agenda. Mr. Millers asked if they received the latest results for PSE Survey. Col Barton had not seen any results yet, but he will see if he can get an update to pass on to everyone. Col Barton

**ROUNDTABLE DISCUSSIONS**

12. Col Barton went through the list of attendees for additional points; no one had anything further to add. Ms. Simcoe thanked Col Barton for all the ongoing communications.

**CLOSING REMARKS/ADJOURNMENT**

13. The Co-Chairs thanked the attendees for their time and adjourned the meeting at 13:35.

 Recoverable Signature

X

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BGen M.W. Goulden  
1 CAD DComd

X

T. Mark Miller UNDE VP/BC

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Mr. T.M. Miller  
UNDE VP (BC)  
Signed by: afae1e85-7aee-4b31-9a12-2bb8ec439a17

Distribution List (Page 5)

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