

1. Flexible Working Arrangement in a Hybrid Workforce Mr. Jonathan France gave update

Overall direction was approved at DSX last week, and the directive is now being finalized for DM/CDS signatures for release in the next two weeks.

The intent is to use the summer to gather lessons learned and implement formalized agreements in the Fall/Winter, with GoC aim to have all Formal Workplace Agreements in place by December 2022.

Mechanisms for consistent application across L1s are being developed by HR-Civ.

Online booking of “hotel” space in office buildings for those with a hybrid work posture are being developed by ADM(IM), with maintenance and care being the big challenges for the system.

The Union noted that a concern was an uneven application of the directive among managers.

Mr. Crosby replied that we will put a plan in place and address issues if they arise and deal with them. He added that we have shown we can work from home but his concern is onboarding new employees as they join the group.

Identify parking needs and adjust parking management for a hybrid environment

Mr. Jonathan France led the discussion. Highlights are as follows :

Mr. Adam Gray clarified the issue at hand by noting that parking and public transportation issues pre-pandemic were causing hardship for members in the National Capital Region and that these should be monitored as a return to the office for some comes into effect.

Mr. Crosby acknowledged the concern, and noted that Carling Campus, where parking had been a problem for many, currently had ample parking available on any given day as overall office occupancy is around 30% on any given day.

2. **Fire Fighter Station Wear**

BGen. Dundon gave update on FF Station Wear

Trial underway – from April 1st to August 31st

Orders complete for missing sizing (Logistik Unicorp ordered their

Uniforms it should arrive within 4-5 weeks)

FF Wild-lands:

Trial underway – from May 1st to September 30th

Next step is start prepping Wild-land trial close off email and survey

link.

FF Hood:

Procurement of samples imminent. Small scale trial being planned.

FF Gloves

CFFM identified new gloves from samples provided. No trial to be conducted. Procurement planned through the NOCFC contract in the next few months.

BGen. Dundon noted that the Fire Fighter clothing portfolio is being managed by one person.

3. 202 WD Technical Trades Succession Project

BGen. Dundon gave update.

Progressing the project to a formal apprenticeship program is not progressing to their satisfaction. 202 WD are doing what they need to, but turnover in HR-Civ enabling staff means that the project is not getting the technical help it needs.

Mr. Jonathan France said that he has raised it with senior HR-Civ staff in classifications and staffing and they were unaware of the project, but are now looking into it.

4. Phoenix cases at 202 WD –

202 WD are collaborating with HR-Civ's compensation manager and his team in St-Jean. As of January 2022, there were 510 lines in the case tracker being used to manage files affecting 253 employees. The most recent update from HR-Civ noted that 109 cases have been resolved.

A list of EGs (level 04 – 06) was sent to the Compensation Manager in April 2022 and his team will ensure that the EGs are receiving their Annual Allowance.

I asked if the EGs are getting their allowance now and BGen Dundon said he would look into it on his visit to 202 WD tomorrow.

5. Update on bargaining and possible strike

i provided an update on bargaining between Treasury Board and the Public Service Alliance of Canada. After declaring an impasse over wages, the issue is going to the Public Interest Commission with a potential for a strike this Fall or early spring.