**ROYAL CANADIAN AIR FORCE UNION**

**MANAGEMENT CONSULTATION COMMITTEE**

**RCAF L2**

**Report to the NE meeting August 2023**

Due to withdrawing from national consultation meetings in solidarity with Federal Government Dockyard trades and Labour Council FGDTLC (Esquimalt) the RPOUw meeting was cancelled this term. This action was the result of the complaint registered with FPSLREB by the employer Treasury Board of Canada against the FGDTLC (Esq) regarding national strike actions that were taken. Consultation is key to working together and Treasury Board has disrespected this.

A meeting request was sent out 10 Aug 23 for the Fall term.

1 CAD MGen Huddleston Comd and DComd BGen Doyle as Co-chair.

2 CAD BGen Alexander and COS Col Proteau.

The last RCAF L2 meeting was held 21 Nov 22 – highlights below

**SWE Budget Overview** & **Staffing Vacancy reports** –

The SWE allocation numbers were presented showing unallocated SWE. It was explained that Q3 had not been released. Col Cameron stated SWE not being spent by 31 Mar is not a significant amount. He stated the L3s report a higher amount. Current staffing in process should be completed.

BGen Doyle stated there is never enough SWE and it is not through lack of identifying the need, but the files are not being staffed as quickly as they would like, due to the centralization of HR.

Col Cameron stated the SWE requests to the L1 are done in priority and when requested the L1 response is “you can have the positions but no funding” so the need is to reallocate existing positions. He states that is where the struggle lies. Reference spending the SWE budget the delay is with staffing processes as CIV-HR is short staffed and positions go vacant for a period while in the process. However, he stated SWE is expended through casuals and terms as much as possible till the process is finished.

Col Cameron stated security clearances are a significant issue and has been raised through the L1 to Director General Defence Security (DGDS). He stated part of the issue is during COVID DGDS staff were working from home and clearances cannot be completed at home so once in the workplace there was a huge backlog.

2 CAD Col Proteau presented the 2 CAD slides but before starting he asked for only VP Potts to respond on the issue of UNDE creating push back when looking for contracted solutions to fix problems for a new short-term position to complete a job when public service SWE could not be acquired.

UNDE responded with the issue of temp contracts leading to long term contracts and then the union loses a position to contract. UNDE stated that converting O&M to SWE to fund vacancies.

Col Cameron stated that converting O&M has been requested in the L2 business plan to L1 to L0 where the request was denied. UNDE asked why and they were not provided and answer. Col Cameron stated they were willing to take the conversion penalty. Col Proteau stated the only time they had seen a conversion was for terms or casuals as you don’t know if you will have the money in next year’s budget.

2 CAD states they are maximizing what they have and continue to advocate for more SWE.

VP Simcoe stated UNDE is trying to find out why SWE is not being granted. UNDE will be asking the L1 why SWE is not being granted and where in the process the requests are being denied. BGen Doyle stated it is not at the L2 level.

Col Proteau stated that when he was an L3, UNDE would ask questions regarding SWE when they did not have control over SWE. He hopes now that UNDE is going to ask the questions to the L1 and L0 that this will take the pressure off the L3s. He used the example of Dundurn Fire Fighters where the L3 asks for SWE and is denied.

It was emphasized by BGen Doyle of the advocacy role of the union and we all need to recognize our roles and responsibilities and collectively continue to advocate to ensure the defence team is delivering. He stressed if we are passing the same message up to the same people, that resonance will allow us to move forward.

**Future Aircrew Training (FAcT) Program –**

Col Proteau stated they were not to talk about FAcT until the contracts have been awarded. He gave a short statement on the concept being like Moose Jaw.

VP Simcoe stated UNDE is to be made aware of situations at the lowest level to be consulted at the beginning. UNDE stated many concerns and questions with Fact. Col Proteau stated this is a L1 issue and L2 has no control.

**Future Fighter Program –**

BGen Doyle stated there was nothing they could speak to about program. Is it coming to Canada – Yes. In Cold Lake or Bagotville? No further information is available.

VP Simcoe stated that O&M is being spent with no SWE attached to the program.

**Fire Fighters –**

VP Simcoe stated Dundurn is not the only place that is lacking in the proper staffing numbers and will be pushing this to the L1 why there is no SWE. Col Cameron stated the request has gone to the L1.

**Respectfully Submitted by**

Mona Simcoe VP MB/Sask

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James Potts VP Ont