**ROYAL CANADIAN AIR FORCE UNION**

**MANAGEMENT CONSULTATION COMMITTEE**

**RCAF L1**

**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 RCAF L1 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.

**Here are the highlights from the May NE meeting Report:**

The last RCAF L1 meeting was held on 02 Dec 2022 in Ottawa.

LGen Kenny opened with stating the RCAF is approximately 2000 people short. He stated the RCAF is filling most of the Public Service (PS) positions and that the RCAF is growing.

**FTE staffing vacancies/SWE overview –**

LGen Kenny stated that the RCAF will see growth in their PS and mentioned that 3 CSD will see approximately 120 new PS positions. LGen Kenny shared that he is asking for more civilians. Ms. Simcoe shared that it was her understanding from the L2 UMCC that there are vacant PS positions due to a lack of SWE. BGen Doyle (1 CAD) clarified that an increase of in-year SWE does not allow them to move on indeterminate hires as there is no guarantee funds will be there out-year. BGen Thibert mentioned that there are more factors involved in PS vacancies than just SWE (i.e. security clearance, length of staffing process etc).

Col Proteau (2 CAD) stated they will confirm if there are any vacant PS positions due to a lack of SWE as he was not tracking that.

LGen Kenny stated that the RCAF is leaning as far forward as they can without going over budget and are using terms/casuals to ensure that entire FY SWE budget is spent. He highlighted that the RCAF has been successful in doing that and have demonstrated to the centre that the RCAF can spend SWE.

VP Simcoe reiterated her understanding that positions were not being staffed due to lack of SWE.

VP Potts requested to know who declines additional requests for SWE. LGen Kenny explained that L1s go to the DM to request SWE funding through the Business Planning (BP) and Defence Team Establishment Plan (DTEP) processes. These processes include SWE prioritization. LGen Kenny also mentioned that in-year SWE injects occur when other L1s slip in their spending, but this only occurs for the FY which is why terms/casuals are used.

VP Simcoe shared concerns with overtime (OT) expenditures with FRs vs. new indeterminate hires. Col Proteau wanted to make it clear that all are working towards the same goal and confirmed that Dundurn FRs is a priority.

LGen Kenny offered 1 CAD/2 CAD to work with UNDE to review vacant positions and priorities.

**Future Aircrew Training (FacT) program –**

Col Saunders provided an overview of FAcT program and explained that this is a large, acquired service contract. The winning bidder must provide various services ranging from flight training all the way to grounds maintenance. Col Saunders explained that there will be no change to the operating structure at Portage as this is not a CAF facility. As DND owns the property at Moose Jaw, it is expected that RP Ops may take on a slightly larger footprint. Col Saunders explained that the largest impact will be felt at 402 Sqn in Winnipeg as this will include new buildings and the winning bidder will provide all services in support of FAcT. Col Saunders explained that there are currently 6 PS positions (CR/AS) at 402 Sqn which provide services that will likely be assumed by the contractor. Col Saunders explained that the intent is to work with the Wg and HR(Civ) to move these positions to other priorities on the Wg. Col Proteau confirmed this. Ms. Simcoe asked the expected timeframe that this will occur, and Col Saunders estimated 2026-2030.

Ms Simcoe expressed UNDE’s disappointment in lack of consultation by the RCAF in this contract. UNDE asked if consideration was given to bringing the Serco and CBO UNDE members back into the PS as RPOPs employees. UNDE expressed their concern on these members job security with a new contract employer and if the contract contains wording to protect the members employment.

During the business case analysis process, they did not break down the requirement by individual services which has guided them to where they are now. They only looked at the overall service. LGen Kenny asked if project budgets include civ SWE. Col Saunders explained that there is SWE; however, it is program related and does not cover the supporting services. Col Saunders explained that it is too late to adjust the Request for Proposal (RFP) but there is a possibility that they can negotiate the individual services with the winning bidder provided that in so doing, contractor accountability is not compromised. Col Saunders explained that fundamental to FAcT is turn-key nature of the service which contributes to contractor accountability for the end-service which is a specific number of trained aircrew, to an RCAF defined standard, per year.

**Security Clearance Delays –**

It was stated this is a well-known problem. BGen Thibert stated there are many factors but HR limitations at DGDS is a driving factor. BGen Thibert assured the unions that the RCAF remains engaged with DGDS to resolve the situation.

**Hybrid Workforce –**

BGen Thibert explained that the intent of the hybrid workforce experimentation directive is to seek feedback from the L2s/L3s/L4s on what standardized hybrid workplace model would look like in the future. The RCAF is collecting feedback in mid-Dec to provide a consolidated return to the centre by mid-Jan to determine next steps.

BGen Thibert highlighted that this will be an iterative process. Ms. Simcoe echoed that comment and mentioned that a standard approach does not work as each region is different.

VP Potts shared that they are not seeing flexibility across all units. BGen Doyle highlighted that every unit is different, and the discretion is at the CO/unit level.

**Respectfully Submitted by Mona Simcoe VP MB/Sask & James Potts VP Ont**