**ADM Infrastructure and Environment UMCC**

**ADM(IE) UMCC**

**Report for the National Executive meeting August 2023**

The last meeting of the ADM(IE) was held on 01 Dec 2022. ADM(IE) is Rob Chambers.

MGen Martin Gros-Jean COS(IE) and Col Don Henley is Comd for RP Ops Gp.

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.

**CF RP OPS GP Services Modernization Study –**

UNDE and PIPSC expressed concerns with how this study will affect union members and contracting out/outsourcing work. Unions requested the raw data as the information within the appendices may have been chosen by Deloitte to skew the results.

Col Henley stated the focus of the study was not about in-service versus out-service but how to improve the business given the existing number of employees with RPOPS currently running at a $6.9M SWE pressure.

1. The Deloitte report provides a series of recommendations, but the analysis still needs to be done to determine which recommendations will be implemented and when. This completes the first task by Deloitte. Deloitte will be engaged with a new Task Authorization to do a CF RP Ops-led internal capability analysis with the intent of keeping CF RP Ops Gp operationally capable.
2. The Unions felt that DND should investigate employing a facility management framework by primarily leveraging Public Servants. It was agreed that a working group with Union participation will be required moving forward. The Unions are looking forward to participating in the kick-off meeting.
3. The Unions asked for a record of SWE being asked in previous business plans and at which level the requests were denied. It is the Union’s intent to escalate this as they are being told that SWE is not an issue at the National UMCC.

**Hiring –**

ADM(HR-Civ) is leading a “Time to Staff” initiative that is meant to address length of time for hiring processes.

UNDE expressed concern on the practice to hire CAF personnel into a civilian position. The optics of this can cause an “Us” vs “Them” culture if not done in a transparent, competitive manner. This is of particular concern if hiring into a manager position as it may not allow Public Service employees to progress into key managerial positions.

**STAND-BY PAY –**

UNDE asked about standby pay and the direction being given. Col Henley stated within CF RP Ops Gp, the current $12.4M that is paid out for overtime, benefits, stand-by pay, etc, $2.7M has been paid out for stand-by pay. While stand-by pay is a necessary tool to address emergencies, these payments do come from SWE so a balanced, consistent approach in its application is required.

Respectfully submitted by

Mona Simcoe Marcelo Lazaro

VP MB/Sask VP BC

Co-Chair