
What is *Contracting-In*?

Contracting-In means transferring public services from private companies back to government control. Instead of providing the budget to hire an adequate number of employees, the Department of National Defence skimps on staffing budgets, forcing Base Commanders to contract out while knowing that it will cost more money to provide less service. In the meantime, communities across the country, that rely on Canadian Forces Bases for employment, are left with minimum wage, precarious jobs instead of decent work that pays a decent wage and allows workers to contribute to their local economies.

Canadian Forces Morale and Welfare Services

CFMWS workers deliver programs and services that include mental, social, physical and financial wellness to military members, their families and veterans. Ironically, these CFMWS workers are predominantly female military family members, earning low wages with sub-standard benefits. The UNDE fights to improve the working conditions for these employees and to bring these jobs into the Core Public Service, where they belong.



What can you do about Contracting Out?

CONTACT YOUR LOCAL

Local Number: _____

Local Contact Info: _____

- Get involved with your Union!
- Report issues with contractors to UNDE head office at: privatization-privatisation@unde.org
- File Health and Safety Reports if facilities maintenance issues are posing health and safety risks around your workplace
- Visit the '[Uncover the Costs](#)' Website, share the [Report](#), and send a letter to your MP



Scan the QR code for ways you can join UNDE's fight to Stop Contracting Out!

Stop Contracting Out



LET'S HOLD NATIONAL DEFENCE ACCOUNTABLE AND STOP CORPORATE WELFARE HANDOUTS

Contracting Out

Services provided by civilian workers supporting our Canadian Armed Forces are being increasingly contracted out to private companies. Our troops need consistent, high-quality services in trades, facilities maintenance, in kitchens, project management, supply and logistics and more, but these jobs are being lost because DND chooses to pay external contractors a premium, instead of just hiring dedicated Public Servants. Hundreds of millions of dollars are spent in this shell game, with substantial profits going to private corporations in Canada, and across the globe.

**Photos of RMC Kingston
Broken windows in the Tailors building**



Due to a lack of facilities maintenance, outdoor elements penetrated the building during a winter storm, damaged furniture and caused mold.



Layers upon layers of Contracting Out have negative effects on Canada's Armed Forces, Union members, and Canadians, including:

- Lost accountability and transparency
- Misuse and waste of public funds
- Reduced quality of services
- Damaged local economies and workplaces
- Risks to Canada's National Security
- Health and safety violations
- Degradation/loss of critical infrastructure
- Hinderance to the Readiness of the CAF
- Circumventing Employment Equity requirements

Management often claims they have no choice but to rely on contractors due to Staffing budget constraints. This excuse doesn't make sense, and it doesn't serve Canadians. CAF Bases and workplaces are in critical disrepair, and essential public service positions are severely understaffed, yet the Operations and Maintenance budget allocates generous funds for costly, inefficient, and unethical contracted services.

Public Services by Public Servants!

Public Services should be provided by Public Servants to ensure that Canadians receive service from a public sector workforce that is qualified, capable and representative, but the Department of National Defence is leaving essential jobs in the Public Service vacant while handing over access, authority, and public money to private companies for a ballooning range of services. This comes at a significant cost. Canadians are losing oversight over how their tax dollars are being spent.



Uncover the Costs

We know Public Servants can perform this work better, safer, and at a lower cost than contractors, and we have demonstrated this to management repeatedly, including in our 2020 Uncover the Costs report; but they continue to contract out. Enough is enough. Canada cannot maintain its sovereignty while relying on unaccountable and inefficient subcontractors and Canadians have the right to know how their tax dollars are being spent.