



6007-4 (A1 Pers & Pol 2)

Date in electronic signatures

MINUTES FOR THE 51ST MEETING OF
THE AIR DIVISION UNION MANAGEMENT
CONSULTATION COMMITTEE WINNIPEG, MANITOBA 15 JANUARY 2025

Co-chairs:

BGen P. Doyle, DComd 1 CAD

Ms. M. Simcoe, UNDE (MB/SK)

Members:

Col S.C. Neta, 1 CAD A1

LCol D.B. Livingstone, 1 CAD A1 Pers

LCol P. Allan, 1 CAD A8

LCol K.E. Nicholauson, 2 CAD DCOS

Ms. S. Leclair, 2 CAD D/A1

Mr. T. Zaharopoulos, PIPSC

Ms. B. Stephenson, PIPSC

Ms. C. Austin-Sturgeon, ADM (HR-Civ), Labour Relations

Mr. J. Potts, UNDE (ON)

Capt J. Bryant, 2 CAD A8

LCol J.R. Lemon, 1 CAD A4 CE

Secretary:

Capt K. Esseber, 1 CAD A1 Pers 2-2

1. <u>INTRODUCTIONS / WELCOME</u>	<u>ACTION BY</u>
The meeting convened at 0900hrs, with the co-chairs offering their respective greeting to attendees. BGen Doyle expressed a desire to discuss topics at the management level with a focus on points of mutual interest.	
2. <u>REVIEW OF PREVIOUS MINUTES</u>	<u>ACTION BY</u>
Co-chairs reviewed the previous minutes, which led into Old Business and items to be actioned. Ms. Simcoe requested PIPSC be added as signatory minutes.	Capt Essebier to include PISC.

3. <u>OLD BUSINESS/ITEMS FOR ACTION</u>	<u>ACTION BY</u>
<u>Firefighters:</u> Ms. Simcoe stated firefighters have been an ongoing issue and the Canadian Forces Fire Marshall (CFFM) office has a standard of staffing positions that are not currently met with personnel. The workload is offset by overtime (OT) instead and falls short of the CFFM standard. It was believed that in recent compliance audits Dundurn was assessed as a high-risk location. UNDE aims to ensure requests are made, funded, and sent to L1 for required SWE to address concerns. BGen Doyle asked LCol Lemon to address the audits, noting that requests for SWE and staffing would be addressed during the new business portion of the meeting by A8. LCol Lemon noted the fire marshal visits all bases every four years to complete their audits. In general, there is a downward staffing trend within the CAF for DND firehalls and issues with the amount of work being assigned. In the case of Dundurn, DTEP submissions had been used to attempt and address staffing levels and the results were awaiting higher decisions. It was believed that the most recent risk-level was classified as medium. This was supported by LCol Nicholauson who indicated the risk was assessed as medium in 2021 and they would provide a report (enclosed) indicating such. LCol Lemon stated 1 CAD requested 70 CAF firefighters to address retention with fire halls operating on 3-crew rotations and working to enhance capabilities. BGen Doyle confirmed mandates are being met and civilian DTEP submissions are completed for four additional positions in Dundurn. 2 CAD continues to request more firefighters and using OT to cover shifts on the ground. BGen Doyle emphasized this is a CAF-wide issue, with shortages in both CAF and civilian positions. Funded positions are filled, as noted by LCol Lemon and BGen Doyle, while RCAF FR positions are limited with LCol Lemon confirming all RCAF FR positions at fire halls are in Dundurn.	LCol Nicholauson to provide 2021 risk-level report for inclusion in minutes.
<u>Future Air Crew Training (FACT):</u>	

Ms. Simcoe advocated for moving from contracted positions to public servant roles in Moose Jaw as ADM(IE) manages more buildings as part of the program. LCol Nicholauson asked how union concerns are being integrated into the FACT program office at the L1 level, as FACT is not yet operational. Ms. Simcoe responded that discussions at the RCAF L1 UMCC aim to gather information, understand processes, and advocate for public servants. Their concern is that certain functions, particularly in facility management, are being contracted rather than receiving SWE for public service employees. LCol Nicholauson agreed that championing at the L1 level makes sense due to L2's limited involvement with FACT. Ms. Simcoe added that their team is learning about FACT's implementation through these meetings. BGen Doyle highlighted that CAF's infrastructure challenges are widespread with modernization efforts competing for funding against new equipment priorities and makes these concerns common across the CAF.	
<u>Public Servant Employees participating in events:</u> Ms. Simcoe shared that at the last L1 UMCC meeting guidelines were presented but UNDE disagreed. The matter is now with national ADM(HR-Civ) for resolution. Ms. Austin-Sturgeon explained that HR-CIV directed Wings to follow the same points discussed in the 50th UMCC meeting. Public servants are not required to use leave or engage physically but can participate in team-building events. Concern that injuries may not be covered under worker's compensation remains. Ms. Simcoe noted that team building could include casual events like a BBQ or opportunities for communication to strengthen workplace connections which Ms. Austin-Sturgeon agreed with. Mr. Zaharopoulos questioned why being a spectator isn't considered a team-building event, pointing out that it was allowed at the L1 meeting as the union aims to bring people together to build teams. Mr. Potts hopes for a decision from HR-CIV to establish a standard, allow this item to come off the agenda, and become a more inclusive DND team.	

4. <u>STANDING ITEMS</u>	<u>ACTION BY</u>
<u>Staffing vacancy reports:</u> LCol Livingstone asked Mr. Potts about the staff vacancy report template mentioned in the previous meeting as it had not been received. Mr. Potts confirmed it was sent several months ago and will resend it shortly as it was displaced. BGen Doyle requested that the template be attached to the meeting minutes. Ms. Simcoe emphasized the need to review vacancies to identify opportunities for internal growth and succession planning, particularly in preparation for retirements. Management confirmed that positions are being staffed in a timely manner with no hold ups in regards to security clearances or letters of offer.	Mr. Potts to re-send to Capt Essebie for attachment to these minutes
<u>SWE:</u> LCol Allen discussed 1 CAD SWE, stating approximately 75% of the initial and current allocations have been spent, and are on track for 100% usage in the current year. Ms. Simcoe pointed out that some Wings were at about 60% spent, which seemed low in some instances, but LCol Allen explained the shortfall across the board. Ms. Simcoe asked if they were on track to meet 100% allocation, to which LCol Allen confirmed they are. Mr. Zaharopoulos mentioned that the security clearance process should be streamlined, citing an L1 meeting the previous Monday. PSPS is expected to be the new platform for processing security clearances with DND and more files should be completed by summer. LCol Allen added that 2 CAD has spent roughly 78% of their allocation and is on track to fully use their funds this year. Capt Bryant clarified that 15 Wing's 95% spending figure was inaccurate due to high turnover in the comptroller shop and led to forecasting discrepancies. Ms. Simcoe noted 70% spent already was a positive sign and they do not anticipate money being returned.	
<u>Future Fighter:</u> Ms. Simcoe expressed UNDE concerns reference this program. BGen Doyle discussed 1 CAD delivery timelines across multiple projects noting \$60 billion allocated to the RCAF over ten years for	

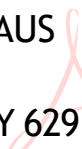
these new capabilities including the Strategic Tanker Transport Capability, the CQ-9B Guardian, the CH149 Midlife Upgrade, CH146 Limited Life Extension Project and the CP-8 Poseidon. While delivery of Future Fighter aircraft is scheduled to begin in 2026, these aircraft will be stationed in the USA for initial training and will not come to Canada until 2028. Mr. Potts asked if we are staffing COAs for prioritization to address the topic of public servants vs contracted facilities management. BGen Doyle stated this is a great question for the L1 meeting on 4 Feb 25. Ms. Simcoe emphasized that new infrastructure should include SWE for public servants rather than relying on contracting out. RPOU has stated buildings requiring security will go to DND while non-security buildings can be contracted. BGen Doyle stated that funding discussions are ongoing across the RCAF, noting that both equipment and buildings are costly, and further assessment is needed over the next two years. Ms. Simcoe referenced an upcoming RP OPS UMCC meeting in Cold Lake where they aim to confirm any delays to infrastructure. BGen Doyle said the project has been signed and the timeline has no changes. Once concrete is poured, the building site must be under 24/7 surveillance for buildings used for the new fighters. LCol Nicholason noted that FACT work began only last summer. Training is expected to start in the fall of 2027, but the project is still in its early stages. The modernization of pilot and navigation training is complex, with full operational capability expected by 2031 and training readiness by 2029. Staffing and infrastructure remain concerns, but these issues are still being addressed. Key concerns should be directed to the OIWG. Ms. Simcoe asked if 2 CAD is represented at the OIWG with the response given that yes, the Director of Airforce Training will be attending the first meeting on February 3, 2025. Ms. Simcoe inquired about who is co-chairing and BGen Doyle confirmed that either 1 CAD or 2 CAD would provide a co-chair. The Fighter Implementation Groups are active, with the Director of Air Force Training from 2 CAD co-chairing. Ms. Simcoe requested a point of contact which was provided by LCol Nicholason.	
<u>IMP Aerospace Dispute in Comox:</u> Ms. Simcoe would like to see more SWE, fewer contracts, and more public servants for mutual benefit. This had been voiced at	

both 8 and 19 Wings. Mr. Potts agreed we need to expand public servant cleaners. BGen Doyle said this fits into our ask for more positions and we do not have progress on this one. 1 CAD is currently looking at the option of converting O&M money to SWE. Ms. Simcoe said money can be found via the cost savings between hiring a public servant compared to the costs of contracted workers. Mr. Potts said UNDE special project officers work may assist in the discussion and suggested they attend the next meeting. BGen Doyle recommended it be a national topic. Ms. Simcoe asked about tracking contract compliance regarding the IMP dispute in Comox. LCol Allen said they have the name of the contract compliance officer available. Ms. Simcoe asked about funding and BGen Doyle said we are funded for what we can operate.	
5. <u>NEW BUSINESS</u>	<u>ACTION BY</u>
<u>Civilian SWE Budget:</u> BGen Doyle asked Col Neta to speak about the DTEP process as projects are coming in. Col Neta explained that DTEP is the manner the RCAF requests new resources (DND, Reg F, Res F) annually based on a two-year forecast. Fall 2024 submissions are needed to affect summer 2026 making it a slow process. Projects tied to modernization (e.g. future fighter requirements) have the best chances of fulfillment as DTEP is the primary route for these requests. The process mainly signals demand. BGen Doyle noted that while requests can be made, there is no guarantee of approval. Growth submissions from the RCAF go to the VCDS office for prioritization. The two-year forecast provides limited visibility at the operational or tactical levels. When requesting positions, the focus is on both CAF and civilian roles. The last DTEP request was for 150 positions across Wings at all levels. The future fighter project remains uncertain with personnel requirements continually evolving as growth needs change.	

<u>Training Budgets / Learning Plans:</u> Ms. Simcoe cited the example of the FR1 training request from Dundurn which accounted for a significant portion of the allotted training budget for public servants under 17 Wing. They raised concerns about the noticeable reduction in the training budget. BGen Doyle recommended talking to lower level (WComds and COs) as the Wings manage budgets and the issue is more of a tactical level piece. Ms. Simcoe confirmed they would consult local presidents at the L3 UMCCs. Mr. Zaharopoulos said at L1 UMCC meeting there was talk about TD budgets having been reduced too far and that more money should come to allow for some more TD to travel. Col Neta highlighted that this issue impacts the entire defence team, as HQs must prioritize spending. LCol Nicholson noted that denied requests aren't tracked as they are handled on a case-by-case basis at the local level with the TD ceiling used to manage funds. Capt Bryant mentioned that TD increases are typically justified and approved with no issues reported at 2 CAD.	Ms. Simcoe to engage L3s
<u>Contamination Sites Inventory:</u> Ms. Simcoe stated that since the last L2 UMCC meeting, Moose Jaw has been dealing with employee concerns regarding working on contaminated sites. Ms. Simcoe stated the 15 Wing Comd was cooperative in addressing the concerns and has engaged RPOU(w) and the local Health and Safety committee. RPOU(w) has been involved and a contract has been hired to do internal contamination testing of a specific building of concern. The Department of Contaminated Sites is involved to handle the external testing, but no timeline or information has been received by them. There is also a House of Commons committee "Department of National Defence and CAF Contaminated Sites" which has had four meetings to date regarding contamination concerns across DND. Public Service members from Moose Jaw and Gagetown have been called as witnesses. UNDE asked about the legal obligation to inform personnel working on contaminated sites known as the "right to know." This was also asked at the ADM(IE) UMCC to report back on the "right to know." Mr. Potts emphasized the need to inform people about these risks so they can address them. LCol Lemon stated that	LCol Lemon to provide database links (below)

ADM(IE) is responsible for environmental sustainability and shares relevant information with local communities as needed. LCol Lemon mentioned a web tool that tracks the health of all DND buildings and will investigate if a database is available. BGen Doyle asked LCol Lemon to provide Capt Essebier with the links for secretarial purposes.	
Ms. Simcoe noted that Moose Jaw receives environmental officer support from 17 Wing Det Dundurn, asking why 15 Wing does not have its own dedicated environmental officer. LCol Nicholson stated that 2 CAD was not tracking this but will engage the 15 Wing Comd. Mr. Potts pointed out that the Canada Labour Code Part Two requires management to inform workers when they are on a contaminated site. LCol Lemon provided the following links: Federal Contaminated Sites Inventory (FCSI); Map Viewer for FCSI (Turn on visibility and labels); FCSI Search by Site Identifier (Enter the number found on the map); and Asbestos Inventory.	LCol Nicholson to engage 15 Wing
6. <u>ROUNDTABLE DISCUSSION</u>	<u>ACTION BY</u>
Mr. Potts sent Capt Essebier the staff vacancy report template and then demonstrated the Federal Contamination Sites Inventory website. Mr. Zaharopoulos sees no workforce adjustments or cuts in SWE this year or next and would like to attend the next L2 meeting in person with Ms. Stephenson. Col Neta will investigate the “right to know” piece with LCol Lemon. Ms. Simcoe wants to know its strategic implementation. Col Neta will engage with scheduling the next meeting and Ms. Simcoe suggested to discuss this after the L1 meeting on 4 Feb 25. BGen Doyle requested these minutes be finalized quickly as L1 UMCC meeting is on 4 Feb 25. The group briefly discussed future scheduling with a summer L1 UMCC in June and hopes for L2 meeting in May.	Col Neta to investigate “right to know” Capt Essebier to staff minutes

7. <u>CLOSING REMARKS / ADJOURNMENT</u>	<u>ACTION BY</u>
BGen Doyle emphasized that discussions help the team progress while fostering productivity and confidence with shared perspectives. They noted that management is accountable and advocates for common interests with early talking points being crucial for the RCAF's direction. Ms. Simcoe thanked everyone for the open dialogue and mentioned that PSAC is starting work on the next round of bargaining. If management has concerns on wages for public service employees being competitive to fill positions, then that needs to be communicated higher. Meeting adjourned at 1145hrs.	


NICHOLAUS
ON,
X KORTNEY 629
Digitally signed by
NICHOLAUSON,
KORTNEY 629
Date: 2025.01.29
12:41:51 -06'00'

Lieutenant-Colonel K.E. Nicholauson
Deputy Chief of Staff, 2 Canadian Air Division

X

Ms. M. Simcoe
UNDE Vice-President (MB / SK)

2025-01-29


X
Brigadier-General P.J. Doyle
Deputy Commander, 1 Canadian Air Division
Signed by: DOYLE, PAUL 973

X

Ms. B. Stephenson
PISPC DND National Consultation Team VP

Enclosures (2):

1. Sample copy of Staffing Vacancy Report
2. Det Dundurn Fire Risk Assessment, 2021

Distribution List (Page 10)

Distribution List

External

RCAF/DGAS

2 CAD HQ//COS/A1/A8/HQ CO/Div CWO

1 Wing//Comd/UNDE Pres

2 Wing//Comd

3 Wing//Comd/UNDE Pres

4 Wing//Comd/UNDE Pres

5 Wing//Comd/UNDE Pres

8 Wing//Comd/UNDE Pres/PIPSC Representative

9 Wing//Comd/UNDE Pres

12 Wing//Comd/UNDE Pres

14 Wing//Comd/UNDE Pres/ PIPSC Representative

15 Wing//Comd/UNDE Pres

16 Wing//Comd/UNDE Pres

17 Wing//Comd/UNDE Pres 50705/UNDE Pres 40801/UNDE VP (MB/SK)

19 Wing//Comd/UNDE Pres

22 Wing//Comd/UNDE Pres

ATESS//CO

UNDE VP (BC)

UNDE VP (MB/SK)

Internal

1 CAD HQ//DCOMD/COS/A1/A8/HQ CO/Div CWO