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National Défense
Defence nationale

6007-4 (RCAF UMCC Secretary)

Date in e-signature

RECORD OF DISCUSSION OF THE
THE RCAF LEVEL 1 UNION MANAGEMENT
CONSULTATION COMMITTEE HELD ON 16 MAY 2024

Co-Chairs:

BGen J.P. Thibert, DG ASRAR

Ms. M. Simcoe, UNDE Rep

Members:

LCol S.C. Neta, 1 CAD

BGen J.J. Alexander, Comd 2 CAD

Col S.J. Veillette, COS 3 CSD

Col A.E. Ferriss, Comd RAWC

Col S.J.D Poudrier, D Air Pers Mgt

Mr. J. Potts, UNDE Rep

Ms. E. Sherlock, UNDE Special Projects

Mr. M. Vanner, PIPSC Rep

Ms. B. Stephenson, PIPSC Rep

Ms. J. Jobin, CAPE Rep

Ms. M. Olmstead, IBEW Rep

Secretary:

Capt C.M Chandler, EA DGASRAR

Regrets:

LGen E.J. Kenny, Comd RCAF

MGen J.R. Speiser-Blanchet, DComd RCAF

CWO W.J. Hall, CWO RCAF

MGen I.S. Huddleston, Comd 1 CAD

BGen G.M. Adamson, Comd 3 CSD

Mr. D. Richard, ACFO Rep

<u>I. Opening Remarks</u>	<u>ACTION BY</u>
BGen Thibert welcomed everyone in person and online, and that the DComd and Comd send their regards. He reiterated that he was ready to share the recent guidance and accomplishments of the RCAF since the last meeting in December. Ms. Simcoe introduced the in-person team and was looking forward to discussion.	Nil
<u>II. Review of previous RoD (Dec 23)</u>	<u>ACTION BY</u>
BGen Thibert reviewed the RODs from the last L1 Union Management Consultation Committee (UMCC) meeting (14 Dec 23) and that they had been signed. He highlighted that the details of average FTE was sent to Ms. Simcoe since the last meeting as requested, and that there were 1354 indeterminate public servants but would discuss further on in the slide deck. Ms. Simcoe (UNDE) asked about the vacancy management reports provided by L3/L4s to determine if the RCAF knew where its vacancies were to determine a plan to fill them. She continued that from the UNDE perspective, they are finding an increase in positions being filled by external personnel and advertising. Ms. Simcoe voiced that she wants to give public service members the opportunity to advance their careers. Ms. Simcoe continued that lack of standardization within the vacancy report formatting was causing confusion amongst management, and that we need to work towards consistency. She identified that 4 Wing (Wg) Cold Lake produced comprehensive vacancy reports and that this should be the example for others to emulate. Col Poudrier supported the need for a formalized standard of vacancy reports, as this will aid in the civilian workforce progressing to the next position through a teamwork approach. BGen Thibert shared that he has received preliminary guidance from HR-Civ on planning team building events that include both Public Service employees and Canadian Armed	UNDE Rep — share Cold Lake Vacancy report as example formatting and standard.

Forces members. BGen Thibert stated that the preliminary draft was shared with L2s. This item has been discussed for a long time, and we have advocated for input to ensure any questions were addressed before the policy is finalized. Ms. Jobin requested more information on which agencies (internal or external) were consulted in the draft's creation. She also voiced concern that the contacts from HR Civ were not transparent, and it is difficult to obtain answers or contacts as an external entity to DND. BGen Thibert responded that he couldn't speak to the details of the consultation process, but HR-Civ could provide specifics. BGen Thibert committed to sharing the preliminary draft he received with all meeting attendees. He will also ask HR-Civ who was consulted during the drafting of this new directive. Ms. Simcoe responded to the draft by mentioning the varied understanding and guidance between Bases and Wings. She further explained that she was not satisfied with the policy, because of the difference in perspective between team-building events and the inclusion of activities simply for morale. She also voiced that the direction would cause confusion, in addition to the present differences in guidance across Wings/Bases. Col Poudrier and Ms. Simcoe collectively affirmed that both entities simply want to work together, and that they would continue to share ideas on the draft. Ms. Simcoe noted that that this topic would be raised at the national UMCC meeting scheduled for June 24th, 2024. The approach by each environment demonstrates that this is not an Air-Force centric issue and therefore requires to be addressed by ADM(HR-Civ) for all L1s. BGen Thibert moved to the next outstanding action item and reported that the Unit Assistance Grants (UAG) are being implemented. Ms. Simcoe voiced that the UAG were being discontinued/reduced around the holiday season, which made it difficult for sections that had higher ratios of public service members to military.	DGASRAR– share all meeting products with attendees.

<u>III. Agenda Item #1: FTE Staffing Vacancies/SWE Overview, contracts & firefighter update</u>	<u>ACTION BY</u>
Col Poudrier provided an update on the RCAF Public Servant workforce staffing. He reported that growth rate has remained very low this past year, indicating relative stability at current levels. He highlighted the total PSE population at 1570 personnel, and that the RCAF is trying to hire all the staff it can within budget constraints. He continued by discussing the RCAF SWE allocation overview. The initial allocation for FY24/25 is \$109,102,984, and the RCAF is expected to receive an additional \$1,011,700 from L0 for pay raises or retroactive pay. Ms. Simcoe commented that certain positions aren't getting filled and they aren't sure where they fall in the list of priorities. To her knowledge, the Deputy Minister needs to be engaged to obtain additional SWE and that this is not occurring. She also pointed out that hiring additional staff is likely more cost effective than consistently paying overtime. She utilized the firefighters in Dundurn as an example. BGen Alexander reported that the SWE for firefighters in Dundurn is available, however the hiring process is not progressing in a timely manner. Overtime wages are being used in the interim, which members are happy with. He acknowledged that this was not a long-term solution and that the RCAF is engaged to hire 3 more firefighters. Ms. Simcoe was pleased to hear that this issue will be resolved shortly.	Nil.
<u>IV. Agenda Item #2: RCAF Comd Annual Planning Directive</u>	<u>ACTION BY</u>
BGen Thibert introduced the RCAF Comd's Annual Planning Directive (APD) and the 2035 Campaign Plan. He outlined the 4 lines of effort (LoE) within the plan, with a specific focus on <i>People</i> as the RCAF Comd's top priority. The APD was signed on 7 Feb 2024 and sets the conditions for irreversible momentum towards the RCAF's 2028 goal. He went on to highlight the tasks associated to the <i>People</i> LoE. BGen Thibert mentioned that the RCAF Culture Implementation Plan would be signed that week and is a	

positive step towards progress not only for military members, but for the entire defense team. He also highlighted the stand up of a new Future Occupations Working Group (FOWG). The FOWG's focus is to assess required skill sets as we modernize our force, which could be filled by either military or public servant employees. This body of work is scheduled to begin shortly and will span over the next few years IAW RCAF Strategy objectives. Ms. Sherlock inquired about the use of the terms <i>modernization</i> and <i>partnership</i> and their inclusion of external contractors, or if the intent was to build internal capacity. BGen Thibert responded that contracting is often an option, but there was no specific commitment to contracting further services as the RCAF is still in the analysis phase. Ms. Simcoe mentioned that the overuse of contracting will likely have a direct impact on the effectiveness of public service employees, as it could phase out the requisite job knowledge of a position. She expressed concern that there may be a loss of internal capacity during upcoming modernization efforts if the RCAF overuses the hiring of contractors.	
<u>V. Agenda Item #3: UNDE Rep specific topics</u>	<u>ACTION BY</u>
Uncover the Cost Campaign: Ms. Elanor Sherlock was introduced by Ms. Simcoe, as the Special Projects Officer for the UNDE <i>Uncover the Cost</i> Campaign. Ms. Sherlock specializes in privatization and subcontracting. She shared that in October 2020, UNDE released a report titled "In the Interest of Safety and Security: the case for ending privatization of DND services." Ms. Sherlock explained her role, and the intent of the campaign. Subcontracting has become increasingly prevalent and typically with facilities maintenance. Public Service employees have noticed that a contracted task has either not been done correctly or had to supervise its completion unexpectedly. She continued that situations like this inadvertently end up costing the Federal government 2-3 times more over time. Ms. Sherlock added that she would like to open communication channels more frequently, as it's in	Ms. Sherlock – share Uncover the Cost campaign Report & executive summary

everyone's best interest to address these concerns. She shared that policy has changed and when subcontracting is occurring, it must be justified with a business case, which unfortunately is not always produced. 15 Wing Moose Jaw: Ms. Simcoe explained that there are two unionized groups of members at 15 Wg that are facilities maintenance subcontractors of CAE. That these groups could be public service employees. Ms. Simcoe informed the group that an environmental contamination issue has been brought up at 15 Wg. A Statement of Work is being prepared and conclusive tests have not been reported yet. Ms. Simcoe suggested a townhall may help answer questions by all and ease the concerns of employees. NPF Strike Actions: She also shared that there are some ongoing strike actions taking place at certain RCAF Wings (e.g. 3 Wing Bagotville). Members at the Wings should be reminded to fully respect PSE's right to conduct strike actions. BGen Thibert fully agreed and reminded L2 reps present that this message should be emphasized to all L3s.	RCAF L2s are to remind all L3s that strike actions by PSEs are to be respected at all times.
<u>VI. Agenda Item #4: RCAF Culture Implementation Plan</u>	<u>ACTION BY</u>
Col Poudrier provided a brief review on the approved RCAF Culture Implementation Plan, emphasizing the goal of creating a safer and more inclusive workplace. This approach should benefit both military and public servant members at all levels across the RCAF.	DGASRAR – provide approved, signed RCAF Culture Implementation Plan to attendees
VII. <u>Round Table</u>	<u>ACTION BY</u>
a. UNDE - No points. b. PIPSC - Mr. Vanner highlighted the sharp increase in seriousness and frequency of violence in medical clinics across the country and combatting a culture	Nil.

of under-reporting these incidents (e.g. Gagetown incident). He emphasized PIPSC's commitment to educate members on workplace safety. • Mr. Vanner noted the upcoming change in return-to-work policy occurring by September 2024. He shared that PIPSC does not support a 'one size fits all' policy, and that the approach should be 'presence with purpose'. He recognized that the department will be in the tough position of enforcing this policy. Mr. Vanner added that traditionally marginalized groups benefit from remote work opportunities. PIPSC feels that the mandate to return to work will disproportionately negatively affect these members, and it counters departmental goals of removing traditional barriers. c. 1 CAD • No points. d. 2 CAD • No points e. 3 CSD • No points. f. RCAF AWC • No points. g. AS • No points.	
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VIII. <u>Closing Remarks</u>	<u>ACTION BY</u>
BGen Thibert closed the meeting by thanking everyone for their candid and productive discussions on important topics. Ms. Simcoe also thanked everyone for the productive conversation. Both co-chairs agreed that booking a 2-hour meeting would be helpful in the future (instead of 90 min). The next RCAF L1 UMCC meeting will take place in the late Fall 2024 timeframe (date TBC).	DGASRAR – Send draft RODs. Also plan next L1 meeting and ensure 2 hours are allocated.

J.P. Thibert
BGen
DGASRAR
UMCC Co-chair

M. Simcoe
Civ
Labour Rep
UMCC Co-chair

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