



6007-4 (A1 Pers & Pol 2)

Date in electronic signatures

MINUTES FOR THE 50TH MEETING OF
THE AIR DIVISION UNION MANAGEMENT
CONSULTATION COMMITTEE WINNIPEG, MANITOBA 13 MARCH 2024

Co-chairs:

BGen P. Doyle, DComd 1 CAD

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

Members:

Col S.C. Neta, 1 CAD A1

LCol C. Chmelyk, 1 CAD A1 Pers

LCol P. Allan, 1 CAD A8

Col D. Proteau, 2 CAD COS – Absent

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, ADM (HR-Civ), Labour Relations

Ms. M. Chiarelli, ADM (HR-Civ), Labour Relations

Mr. J. Potts, UNDE (ON)

Secretary:

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

1. <u>INTRODUCTIONS / WELCOME</u>	<u>ACTION BY</u>
The meeting was convened at 0900hrs, with the co-chairs offering their respective greeting to attendees. All attendees introduced themselves.	
2. <u>REVIEW OF PREVIOUS MINUTES</u>	<u>ACTION BY</u>
Co-chairs reviewed the previous minutes, which led directly into introductions of Old Business.	Capt Essebier (include 2 CAD on minutes)
Ms. Simcoe raised old business topics such as Fire Fighter SWE allocations, CFFM Staffing standards, CFFM Compliance Reviews, and Public Service Employees Participating in Events on Wings, with the intent on seeking updates.	

BGen Doyle stated there were no updates on security clearance processes for DND employees and CAF members at this time. SWE would be discussed with 1 CAD A8, LCol Allan. BGen Doyle expressed having updates on the contracts concerning cleaners and firefighters. Ms. Simcoe reminded the committee that the day of action on IMP contracting was taking place that day in Comox and that contracting of services continues to be an important topic. BGen Doyle said staffing / recruitment issues will be discussed and finally asked Committee Secretary to ensure a signature block for 2 CAD is included on the next minutes, as this is a discussion spanning multiple L2s.	
3. <u>OLD BUSINESS</u>	<u>ACTION BY</u>
<u>Firefighters:</u> Ms. Simcoe stated the reason that Fire Fighters / SWE allocations remains on the agenda is because we remain non-compliant with CFFM-specified team size allocations and that this seems to be a recurrent problem which is not being adequately addressed. BGen Doyle expressed that the CAF is 20% below needed numbers of firefighters and there are no units across the RCAF that are healthy in terms of staffing on the military or civilian side. He mentioned that 1 CAD is still determining the level of risk associated with these shortfalls to identify possible solutions. Ms. Simcoe made the case that SWE should be allocated to hire the necessary number of public service employees rather than being used to pay for overtime, which can prevent employees from being unable to take vacation and risk burnout. She also identified as another challenge the fact that employees cannot relocate to fill vacant position as no SWE is available. LCol Allan added that this is the same issue which existed four years ago, when he was 17 Wing Comptroller. LCol Nicholauson asserted that this issue was being monitored by 2 CAD. He mentioned that 2 CAD has 27 approved and funded firefighter positions as well as a term FR-1, all of which were filled. He mentioned that there was a further request for four additional positions through DTEP. In the meantime, Comd 2 CAD Comd has accepted the risk of Overtime (OT) and funding to pay OT. He concluded by saying that we will need to keep raising the issue.	LCol Nicholauson (provide figures on 2 CAD FR overtime) All (BPT provide updates at next UMCC)

Ms. Simcoe stated 2 CAD has 28 positions between 15 Wing and Det Dundurn. She mentioned wanting to see the figures for overtime spending, which LCol Nicholauson agreed to provide. LCol Allan and Ms. Sinclair discussed how OT funding is managed. While both are provided from SWE, OT is funded through slippages, rather than by SWE allocated specifically for indeterminate positions. Mr. Potts asked at what level firefighter positions were being denied. BGen Doyle clarified that it was not so much a case of positions being denied but rather an issue of prioritization and triage, given the different requirements identified at the Operational and Strategic levels. All L2s can identify their priorities however these are balanced at a higher level by competing priorities from all L2s. As funding is projected to be reduced over the next few years, this will be a recurring challenge. Mr. Zaharopoulos expressed frustration that while he hears at the L0 UMCC that no one is asking for SWE, he hears at the L3 and L2 that there is not enough. BGen Doyle expressed that the frustration is echoed. He mentioned there may be an opportunity to change tactics through the conversion of O&M funding. Col Neta expressed that the situation is equally frustrating for military firefighters as the short-staffing acutely affects them as well. He assured everyone that A4 CE is currently "very seized" with the problem.	
<u>Public Service Employees participating in events:</u> Col Neta acknowledged that the messaging on this has been inconsistent in the past and explained that Labour Relations was working on a bulletin which should provide clear direction on the issue. The gist of this direction will be that all Defence Team members can participate in sanctioned team-building events without taking leave. These events will have to be inclusive event that allow participation by all (for example, while unit BBQs are acceptable, sports at lunch may not be) Ms. Chiarelli expressed that the bulletin was undergoing final revisions and translation and was expected soon. She further reminded everyone that as workers' compensation programs (WCB) are administered provincially, coverage may differ around the country.	Ms. Chiarelli (push for release of bulletin) All (ensure message passed to L3s that PS participation is allowed and encouraged)

Questions remained as to whether sporting events could be included under the auspices of “team-building.” Ms. Simcoe asserted that if a sporting event day – such as a curling funspiel or slow-pitch tournament – was officially sanctioned, that employees would be covered by WCB, as would they be as employees of any other public or private sector organization conducting a similar event. Further, as all employees may choose to participate – either as spectators or players – such events were indeed inclusive, team-building exercises. Mr. Zaharopoulos concurred with Ms. Simcoe’s interpretation and LCol Chmelyk confirmed that this was precisely the messaging which was provided at the last L1 UMCC. Ms. Chiarelli acknowledged that the draft bulletin provided some degree of latitude to interpret what is and is not a team-building event. BGen Doyle said we look forward to the release of the bulletin and took encouragement in our ability to move forward to enable the resumption of such team-building activities which include all defence team members. He expressed that this was very much “a step forward”.	
4. <u>STANDING ITEMS</u>	<u>ACTION BY</u>
<u>SWE</u>: LCol Allan presented that the Division was on track to spend all the \$68M current allocation within Fund L111 for FY 2023-2024 and explained how the pressures from the settlement of the collective agreements were managed. He explained additionally that funding the casual and part-time positions would leave little or no remainder to cover any increased funding for indeterminate positions. Ms. Leclair presented the FY 23/24 2 CAD L111 Civ SWE figures as at 12 Mar 24, and stated that they too they are on track to meet 100% of their allocation.	
<u>Staffing vacancy reports</u>: BGen Doyle described the challenges and uncertainty posed by announced budget cuts and explained that we are still not entirely sure how these will impact DND priorities for future staffing of DND positions. He said that we will have a better picture in April as we have more information and committed to discussing further at the next UMCC. Ms. Simcoe expressed frustration at not being able to obtain staffing vacancy reports from the L3s. BGen Doyle explained that many Wings may not be entirely clear on what is needed for these reports. Mr. Potts stated RP Ops provides very good	Mr. Potts (provide 1, 2 CAD templates for staffing vacancy reports) LCol Nicholauson, LCol Chmelyk (provide staffing vacancy report)

versions of these reports, which provide detailed analysis on vacancy and staffing. He also described how these reports have proven useful in creating a picture of the state of the organization and in assisting with planning. Ms. Simcoe wants to ensure managers know about their vacancies, and what their plans are (posting internally vs externally). She explained that in the absence of these, vacancies are not addressed because no one pays attention to them. Ms. Simcoe said they would investigate why Labour Relations seems to be preventing some organizations from sharing information on vacancy reports. Mr. Potts agreed to provide a cleansed copy of the RP Ops report to LCol Nicholas and Chmelyk to use as a template for the Divisions and Wings to use as a template for these reports moving forward.	template to L3s prior to their next UMCCs)
5. <u>NEW BUSINESS</u>	<u>ACTION BY</u>
<u>Uncovering the Cost campaign:</u> Ms. Simcoe discussed UNDE's campaign to identify the costs of contracting out public service work. She mentioned that UNDE has hired a special project officer, Eleanor Sherlock, to work on this project. Mr. Potts explained that they will also be examining how to bring these jobs back in house with the public service and the first step is to demonstrate how much more costly contracting is. Ms. Simcoe explained that when there are new buildings built these capital projects need to come with SWE to hire cleaners and building maintenance. BGen Doyle said we were challenged to do a serious scrub of defining professional services (not L3 contracts, but core staff jobs that are defence team jobs). Ms. Simcoe said we should be pushing to hire public servants, rather than pay more for contractors.	

<u>19, 8 Wing cleaners:</u> Ms. Simcoe stated contracted out cleaning should be public servants' work, and positions need to be created. She asserted the business case always demonstrates that public servants provide better value than contracted services. Mr. Potts discussed cleaning contracts, core cleaners, and contract cleaners, and wants Trenton to use public servants in lieu of more contracts. BGen Doyle said this is a 1 CAD-wide issue because we are looking at new infrastructure at all our wings. A1 will investigate the matter further.	Col Neta, LCol Chmelyk (further investigate contracting for building maintenance on 1 CAD Wings)
<u>Future Fighter (FF), Future Aircrew Training (FACT) programs:</u> With respect to FF, BGen Doyle said 1 CAD owes UNDE an update on what is being done with Bagotville and Cold Lake. LCol Nicholauson explained that 2 CAD currently has no further information to provide since they because they are not involved in the program until the contract is issued for FaCT. Ms. Simcoe said we need to keep asking this as we move forward and are allowed to see the contract plans. LCol Chmelyk explained that the L2s will not be fully engaged until project implementation, well after decisions have been made on in-service support agreements on things such as building maintenance. The time to shape these decisions is when requests for proposal (RFPs) and statements of requirements (SORs) are prepared. As these involve PSPC and other L1s such as ADM (Mat), bargaining organizations may want to consider engaging with the L0 to ensure their concerns are captured when these documents are produced. Mr. Zaharopoulos and LCol Nicholauson discussed how contracting out of services can create a confrontational labour environment. Ms. Stephenson raised the perspective of the contracting out of software development services, identifying the fact that DND does not end up owning the source code. This can end up causing significant difficulties later, particular when software changes are required. If the source code is not owned, the original contractor must be engaged for all changes – this can make even very minor changes very slow, costly, or impossible. She argued that contracted software developers should only be engaged for “leading edge stuff;” most dev tasks can be fulfilled better by public servants. Making use of in-house, public service developers is always more cost effective, while allowing for more agility and flexibility.	All (BPT provide updates at next UMCC)

<u>IMP dispute in Comox:</u> Ms. Simcoe stated that while there were 26 techs employed in April 2023, now there are only 14. IMP staff are being poached by PAL. She questioned how contractors can possibly be fulfilling their contract obligations with little more than half the original staff. She further wonders whether CoC is fully aware of the risks which IMP may be causing them to incur. She worries that, while personnel from Greenwood and Gander are being brought in episodically to fill these gaps, the current situation may lead to mission failure or aircraft accidents/incidents. It is a health and safety issue. BGen Doyle commented that employees being hired by PAL contracts is a supply and demand issue. Ms. Simcoe wants to ask for contractors to be held accountable for health and safety concerns. Ms. Simcoe is looking for 1 CAD to identify who is looking after the contract (contract compliance officer) to ensure that contractor is meeting their obligations. UNDE would like to know what the repercussions will be if a contractor is not fulfilling their obligations.	LCol Allan (identify contract compliance officer for Comox)
6. <u>ROUNDTABLE DISCUSSION</u>	<u>ACTION BY</u>
Ms. Simcoe asked BGen Doyle about budget cuts, to which he responded that it will be \$600M or less for DND. For 1 CAD this will mean fewer deployments/exercises, and reduced TD spending, such by having more meetings over MS Teams. BGen Doyle said there are no cuts planned in terms of SWE or the number of people we want at the unit levels. Ms. Simcoe asked about reductions in spending on contracting out of services, and LCol Allan acknowledged that certain contracts were being examined for cuts. Ms. Stephenson raised the RCAF 100 Mess Dinners as a good opportunity to demonstrate we are one Defence Team – public servants should also receive invitations to these. Ms. Chiarelli hoped the UMCC national meeting in June would clarify this issue, as well as further clarity within the months to come. Events open to everyone does not require leave, but an activity such as a hockey tournament that is selective and excludes members is different and would require leave. Ms. Simcoe acknowledged that the bulletin should help make clear the nuances between what does and does not constitute a team-building event.	LCols Nicholauson, Chmelyk (ensure Wings pass invitations for RCAF 100 events to public servants, pass clarifying direction to Wings on team-building events)

Ms. Simcoe mentioned that UNDE President, June Winger, visited 5 Wing and was very impressed with how the WComd, LCol Sajan, is handling union-management relations and how open he was to ideas. Ms. Simcoe raised that today was day 59 of the strike by unionized NPF employees. She mentioned that UNDE will be raising awareness on Wings by having additional days of action. They want UNDE members to be treated fairly when these occur. BGen Doyle asked for UNDE Local Presidents to reach out to Wing HQs before the days of action to ensure that they are aware and can support. BGen Doyle asked about how UNDE perceived the conduct of Wings during last year's strike and how their experience was with the liaison officers appointed by CoC. Ms. Simcoe said the experience varied but that 17 Wing was a great example of properly managing things during the strike, and that most CAF members were respectful to public service members. She mentioned that the UNDE members on NPF lines are not necessarily being shown the same respect. Mr. Potts identified Bagotville as being a 1 CAD Wing where NPF employees are unionized. Mr. Potts said that UNDE needs the CoC to apply pressure to NPF to reach a compromise and reiterated that CoC should be mindful not to be undermining these employees. He brought up as a specific example RMC using OCdts as replacement workers serving coffee while UNDE members are on strike.	
7. <u>CLOSING REMARKS / ADJOURNMENT</u>	<u>ACTION BY</u>
Ms. Simcoe shared that May 16th, 2024, is the next UMCC L1 meeting. BGen Doyle reminded Mr. Potts to please share vacancy report example and assured everyone that the minutes will be produced as quickly as possible. BGen Doyle mentioned that there is much happening affecting Defence Team members: new equipment, new buildings, and new people require new attention to ensure that we are most effective. He encouraged everyone to keep having these collaborative and productive discussions and asked union representative to continue looking after their members and holding 1 CAD accountable, as this is a team effort. Ms. Simcoe agreed and is pleased that we are at a point where some items are moving forward and we need not always be	Capt Essebier (prepare minutes for review, coordinate next L2 UMCC for June/July)

reactive. She stressed that productive consultations at lower levels with L2 and L3s and open sharing of information will enable improved consultation at the L1 and higher.	
Meeting adjourned at 1145hrs.	

2024-04-03

2024-04-11

X Kort Nicholauson

Lieutenant-Colonel K.E. Nicholauson
Deputy Chief of Staff, 2 Canadian Air Division
Signed by: NICHOLAUSON, KORTNEY 629

2024-04-03

X Mona Simcoe

Ms. M. Simcoe
UNDE Vice-President (MB / SK)
Signed by: SIMCOE, MONA 744

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

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