



National Defence

Real Property Operations Unit (Ontario)
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Défense nationale

Unité des opérations immobilières (Ontario)
Manège militaire Lcol George
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1180-1 (CSC RPOU O)

1 October 2025

RECORD OF DECISION REAL PROPERTY OPERATIONS UNIT (ONTARIO) REGIONAL LABOUR MANAGEMENT CONSULTATION COMMITTEE MEETING (LMCC) HELD VIA MS TEAMS ON 17 JULY 2025

Co-Chair: LCol John Geen, CO RPOU (O)
Co-Chair: James Potts, UNDE VP ONT

Attendees:

RP Ops Unit (Ontario)	Major Alexander Didiano, Adjt
RP Ops Unit (Ontario)	Chief Warrant Officer, Morgan MacDonald, UCWO
RP Ops Unit (Ontario)	Donna Armsworthy, A/CSSO
RP Ops Unit (Ontario)	Jesleen Rai, RFM/ACFO Regional Dept Rep
RP Ops Unit (Ontario)	Camille McFarlane, CSC & Secretary
RP Ops Section Toronto	Capt Aidan Rice, A/OC
RP Ops Section Toronto	Master Warrant Officer, Dan Timon, SSM
RP Ops Detachment Petawawa	Capt Brady McNish, 2IC
RP Ops Detachment Kingston	Capt Brandon Pinkney, 2IC
RP Ops Detachment Kingston	Master Warrant Officer, Jeffrey Haire, SSM
UNDE Local 641 President Kingston	Chris Snooks
RP Ops Detachment North Bay	Warrant Officer, Scott Gallant, SSM
UNDE Local 635 President North Bay	Nathaniel (Nate) Buisman
RP Ops Detachment Trenton	Capt Drew Spinney, RO
RP Ops Detachment Trenton	Master Warrant Officer, David (Tim) Best, SSM
RP Ops Detachment Borden	Major Daniel Cruz, OC
RP Ops Detachment Borden	Warrant Officer, Robert O'Flynn, A/SSM
UNDE Local 621 President Borden	Brian Duck
UNDE Local 625 President Toronto	Daniel Barrett

Distribution List Page 11

ITEM	DETAILS
Call to Order / Roll Call / CO's introductory remarks	1. Meeting commenced at 1330hrs and was called to order by CO RPOU (O) who welcomed everyone. 2. CO-Chair and UNDE VP ONT also welcomed all.
Review & Acceptance of the 15 Apr 25	3. CO motioned to accept the minutes as no requests for changes had been received.

minutes OLD BUSINESS Standby Pay	4. UNDE Local 641 President Kingston said standby pay keeps coming up as we are trying to figure out what's going on with it as we see it's used for wage subsidies in the heating plants. We understand it's on the way out. How are we going to look after our members that it's being used for and what is going to replace the standby pay? Are we not going to have people on call? I think that what we're going to end up with is people just going home and nobody will be available. I don't see how losing our standby pay works well. 5. CO RPOU (O) asked UNDE Local 641 President Kingston if he had seen RP OPS SO 4-13 distributed by the CO on 2 Dec 2024 to all OCs? And he said No. It is available at the link below as per #16 of the 16 Jan 25 LMCC minutes. <u>REGIONAL LMCC MINUTES - All Documents</u> 6. CO RPOU (O) said that clear direction was passed down last Fall and that is what we are mandated to follow. It specifies what the changes are and why they were made to bring people into alignment. For Folks that saw it as an entitlement, it's a blow to them, but this was discussed with the Union and Management at the National Level. In the past at CFB Comox, they decided that due to the cost of living, they were going to put every single person in the Det on standby pay as a way of supplementing salaries; of course, that is not what standby pay is all about. Discrepancy between union members and between detachments posed difficulties for Leadership as well, so the Formation did an analysis, looked at areas that had a need versus areas that did not and provided clear direction. One area specifically mentioned was the heating plants. The Formation level review of overtime and standby was done in 2023 citing a lack of alignment consistency. We have job descriptions and we have the pay rate that was negotiated between the union and the government and based on the job description / job classification, that's what we need to compensate members with. Members being underpaid is certainly something to discuss when negotiations are occurring at the National level; it can be argued during your collective bargaining that certain trades' pay, is not representative of the job that they do. If we want members to receive equivalent pay to non-public servants, then that's the opportunity to do it. We cannot do it through the provision of standby pay. 7. UNDE Local 641 President Kingston said when Members (like our Chief Engineers) were hired, they were told Standby pay would make up the difference and asked if we are not worried about losing our Members? 8. CO RPOU (O) said there is nothing we can do on the pay front; the Union can build a case and request another study. From the CoC's standpoint, we have to follow direction. I know Kingston was hit hard by this as it was brought up at a couple of Townhalls; unfortunately our hands are tied.
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Red Seal Requirements	We are very worried about losing members but we cannot use that as an excuse to pay standby as done in the past. 9. UNDE Local 641 President Kingston said he will send the request to re-review Standby Pay/Build a case through our union up the chain. 10. UNDE VP ONT said this probably carries over to a bunch of our trades; there is a lot to fight for when it comes to collective agreements so it's a matter of whether or not this is going to be a priority. He asked if there have been any issues regarding Standby since the April LMCC? 11. CO RPOU (O) asked if there were any questions about the broader context of standby? Have there been any issues that have come up since our last meeting where people weren't available for overtime? Or be on call because they weren't on standby? Have there been any gaps that have led to any issues? No one responded. 12. UNDE Local 641 President Kingston spoke to people being hired without a red seal. He said we have people that have gone through the schooling system to graduate and get the red seal but now we are hiring with only QL5/QL6 and no red seal which is unfair to the people that have gone to school. 13. UCWO RPOU (O) asked if UNDE Local 641 President Kingston was referring to the GLMAM10 HVAC poster which covers Winnipeg, Petawawa and Kingston (selection process# 25-DND-EA-NAST-535716)? It says <i>*Candidates holding a military Qualification Level 5 (QL5) <u>must challenge</u> and obtain the 313A prior to appointment. **Candidates holding a military QL5 qualification <u>must challenge</u> and obtain a valid Gas Technician 1 Certificate prior to appointment. Under <u>Conditions of Employment:</u> it says: <i>Must possess and maintain a valid Province of Ontario Refrigeration Certificate or interprovincial Red Seal Certificate of qualification (313A) and a G1 gas technician licence.</i> UCWO RPOU (O) said “in my mind, they can be interviewed, but if they want that job, they have to get their red seal before they are appointed.”</i> 14. A/CSSO concurred and said they can apply and be considered, but they can't be appointed until they get that CoQ. (Certificate of Qualification) 15. UNDE Local 621 President Borden said it relates to Contract Inspectors for Kingston and Borden. 16. CO RPOU (O) said we have stated on various occasions that we absolutely want to hire Red Seals for all of our trades (unless they do not exist) in which case we have an apprenticeship program as an alternate option. When it comes to contract inspectors, we want them to have a bit of a technical background; question is, does it need to be a Red Seal or is military experience acceptable?
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	17. Under Occupational Certification, Selection process# 25-DND-EA-IE-536070-1 states: Stream 1: Construction Maintenance Contract Inspector (GL-COI-10): Red seal certification in a construction trade or acceptable at time of application a military DP2 (e.g. QL5) equivalent qualification in one or more of the following trades: Construction Technician, Electrical Distribution Technician, Plumbing & Heating Technician, Water Fuel and Environment Technician, Electrical Generating Systems Technician, Refrigeration and Mechanical Technician. Stream 2: Contracts Officer (GL-COI-10 B3): Red seal certification in a construction trade or acceptable at time of application a military DP3A (e.g. QL6A) equivalent qualification in one or more of the following trades: Construction Technician, Electrical Distribution Technician, Plumbing & Heating Technician, Water Fuel and Environment Technician, Electrical Generating Systems Technician, Refrigeration and Mechanical Technician. 18. UCWO RPOU (O) said being a representative of the CE military trades, it's really hard to think that you'll spend an entire military career, get all this training and cannot qualify due to a lack of a red seal. For a QL6A, one is taught how to write a statement of requirement as part of their training. In the CAF it would be disheartening to our people not to have the ability to qualify for a job that they're trained to do. 19. UNDE Local 621 President Borden said it is only a four hour course or a test that you have to write once you have a QL5 and mentioned his apprentice is currently doing his so that he can get hired as a Carpenter. 20. UCWO RPOU (O) said that block four for most apprenticeships is geared towards writing your red seal or your provincial examination with numerous question banks. When you think of the military, our goal is not to have our folks obtain the Red Seal; they can go and challenge it if they want, but that is not our goal. We want to keep our people in Military uniform. It is important to note that if they obtain their red seal the department will no pay for their annual recertification fee. When you talk about contract inspectors, that's a whole different argument; just because someone is a good tradesperson and has a red seal doesn't mean that they have the writing skills required to produce a proper scope of work. It doesn't state the amount of experience, but it says Red Seal. For the military member, stating a QL6A qualification means you've been in the military for quite some time, and you have a breadth of experience and knowledge. If memory serves me correctly, we stated Red Seal for the contract inspector, but they may not have a breadth of experience. You may have just written your red seal and now you're applying to be a contract inspector. 21. OC RPOD Borden said I've been tracking this discussion at my level, but I'm not
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	well armed with the facts on what we should and shouldn't do. I guess the one concern that I would emphasize is that some employees are concerned that we are discriminating against our military members by removing the ability to have the QL5 equivalency to the Red Seal. In the past, I have been told that the QFI was always included and at some point was removed. I will continue to track this as I definitely understand the Chief's comments. We want to ensure that we're not discriminating against our military members as well. At the same time, I understand completely that we want the most quality and we want the person to be qualified to do the job as well. We need to find the right balance; I will speak with the Staffing Advisor to figure things out moving forward. 22. UNDE Local 621 President Borden said it's not a big ordeal for Military Members to go and write their test; It's no different than what Civilians have to do to acquire theirs. 23. UCWO RPOU (O) said I think on the civilian side, the training is geared towards obtaining a Red Seal. Civilian members complete a lot of prep test questions which prepare them to challenge their red seal. The goal of a military QL5 course is to evaluate a member's competency in the trade, not to prepare them to write a red seal test. 24. CO RPOU (O) said he is a big fan of succession planning (bring someone in, maybe as an apprentice, or directly as a Red Seal; they work for a number of years and get familiar with the Base as we want to keep that skillset within each Detachment and give them opportunities); upskilling may give them some leadership training so they can compete (if the Shop Supervisor or someone higher retires or potentially go in as a contract inspector). Military is also a part of the Defence Team so we don't want to assess and overtly discriminate against military in order to enable our succession planning. We want to get the right fit for the right for the position. If there's a military person who has had tons of experience in contracting, has their QL5 and six, hasn't taken that test yet, maybe they're the best candidate and maybe they are not but they should be able to apply. I know there may be priority hires but it's like succession planning. 25. UNDE Local 621 President Borden concurred but stated he was a Carpenter for 23 years prior to being hired and was still required to write the test to get his Red Seal ticket so he could be hired. You cannot take somebody that has that kind of experience and compare it to a QL5 who possibly has only 3 years of training (including PT time etc); this may mean only 1.5 years of training on tools which is why we want them to write their ticket so we know that they actually know what they're doing. 26. CO RPOU (O) said the red seal is required as a validation piece and asked if
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	having that Red Seal + 23 years experience, made you the right fit or was it that breadth of experience that made you the right fit? 27. UNDE Local 621 President Borden said I got the job based on having 23 years of experience, but unless I got a Red Seal, I would not have been hired. 28. UCWO RPOU (O) said maybe the A/CSSO can speak to it as I do not have a copy of the Contracts Inspector poster here today. For the HVAC poster, it says “<i>Must possess and maintain a valid Province of Ontario Refrigeration Certificate or interprovincial Red Seal Certificate of qualification (313A) and a G1 gas technician licence.</i>” 29. A/CSSO concurred and said that is exactly how the poster (currently online) reads. It says candidates holding a military QL5 qualification must challenge and obtain whatever license is being looked at prior to appointment. This means one can apply and be considered, but they can't be appointed until they get that certification. 30. CO RPOU (O) said that's a good compromise as it still allows the hiring manager to select the right fit for the job. It doesn't hold people back just because they haven't challenged the test yet. It is a double standard between military and public servants. If we can give our trades helpers advance notice there will be upcoming retirements, or advise of plans to expand the shop, it gives time for them to prepare. Ensure administratively all these essential criterias are met and then that way those interested in applying, can become qualified. It's all about communication; I want the hiring process to enable the hiring managers and not restrict them. 31. CO-Chair and UNDE VP ONT said he worked in a DND kitchen, with somebody who started at age 17 and worked 48 years as a FOS05 without a red seal as he was grandfathered; after retiring, he came back as a casual. He could no longer be a FOS05 (even with 48 years experience) as he did not possess the red seal. You either write the test or accept a position as a FOS03. It's one of those things where if a Red Seal is required for the job, we should allow people to apply with the QL05 with the provision that any offer is conditional on earning a Red Seal within a specified timeframe. 32. UCWO RPOU (O) said there are 2 types of contract inspectors - COIs and EGs. He said posters should be wide open (red seal or military equivalent or a Certified Engineering Technologist), the SoMC should also focus on experience. He added that coming from a CE Sup background, this has bothered me for a long time; it has always seemed unfair that you could work for DND one day as a Military member and the next day as a Civilian you were not qualified to do the same job. In regards to writing SoMCs, Staffing Advisors are trained to look at qualification standards (written by Treasury Board) for each group and level and advise Managers.
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<u>NEW BUSINESS</u> Influx of SWE and current staffing	33. UNDE Local 621 President Borden said currently at the schools, they spend their last two weeks training to write the Red Seal; both Corporals in Borden (previous subordinates) had that experience. 34. A/CSSO said the qualification standards are based more on education; they will state requirement for a Secondary school diploma, whereas for the trades, it will incorporate the occupational certification under the essential qualifications (defining what the trade requires). 35. CO RPOU (O) said we need to do a better job with the succession planning and articulating to all of our folks (particularly our trades) that there are opportunities for advancement within the organization if one is thinking about a COI or Supervisory position, Red seal is required ACTION ALL OCs. More education for everybody is what succession training is and advising how members can set themselves up for success. Enabling hiring managers to set the conditions within their posters to ensure they get candidates that will be the right fit and having that flexibility and knowledge when it comes to staffing to create the right poster to get the right people. 36. CO RPOU (O) said I have been in this job just over a year (since 25 June 24). A/CSSO and her Team recently provided stats on staffing in the past year (186 hires; of which 123 were indeterminate). Since day one, I said growing the organization was a priority and we have been fighting for more SWE. We are going to stop that downward trajectory of our FTEs in the organization and strengthen some of the shops that have dwindled to unacceptable levels. We have had success and the recent influx in resources and the mindset of the Commander and the ADM have really given us a tailwind on this. They have given us more flexibility to make the right decisions to achieve our mission and support our people. At our Bi-weekly HR staffing meeting earlier today, I approved 23 more Staffing Requests. OCs and hiring managers are doing a fantastic job working with their Staffing advisors to work through the process and getting the paperwork in so that we can continue to hire, hire, hire! Is it being noticed at your level? Are members believing that new hires are coming or are they saying “I have heard this all before? 37. OC RPOD Borden said members feel it more now than with previous discussions as tangible things are happening that did not happen previously, like SCAFs being approved and even most recently, seeing the additional SWE. There's a lot of energy amongst all of the Level E managers and below to help make this happen and take advantage of this opportunity because we all know what a big difference it'll make for our Detachment. We discussed this at our UMCC yesterday advising how many staffing actions we have leaned forward on in the last month and a half.
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Overtime approvals	It has definitely been well received and well appreciated. 38. 2IC RPOD Kingston said it is pretty similar in Kingston being well received; a lot of excitement about influx of people and getting the help they've been asking for for many years but it comes with a bit of fear of the unknown as they realize the rest of the Garrison is also growing which means there's going to be a lot more to maintain and look after. We still have some employees that went through workforce adjustments years ago so I'm hearing comments like <i>"here we go again, we'll build, we'll build, we'll build, and then we'll just cut everyone away again and put us back in the same spot we're in now"</i>. We are managing as best as possible and trying to keep people motivated. 39. CO RPOU (O) said he is hopeful that this has a positive impact on our workforce and on the job that we have been mandated to do. The positivity will resonate as people have seen the ebbs and flows of staffing over the years, but this is a really good thing. Getting new folks in and passing on knowledge, from our longterm Employees to the new cohorts, is going to be the shot in the arm we need and takes weight off some people's shoulders and allowing them to focus on the job again. All OCs should echo that and hopefully we can dispel some of the fear that people have. ACTION OCs We can highlight the good parts about working in our organization, have that positivity, get the morale up and get folks feeling good again. 40. CO-Chair and UNDE VP ONT asked if the influx of SWE was helping with /speeding up Det alignment with classification? 41. CO RPOU (O) said they still have their priorities. The influx is allowing us to capitalize and where shops have been gutted, we can easily hire into it because it's a known entity. 42. A/CSSO said as part of the influx of SWE, we will be submitting a BULK to create new positions which is supposed to have a quick turnaround time. We'll have to wait and see how it works the first time because we haven't done it yet, but we are hopeful that they will process them within 2-3 weeks. 43. CO-Chair and UNDE VP ONT said BULK submissions usually go a lot faster but the big issue is classification. Once people are trained as classification officers, they typically leave for another stream as they have five different options within HR. Nobody stays in classification very long as there is a huge backlog of files and it's repetitive so classification is left spinning again. Hopefully the Class O assigned to this process will be the same advisor 3 weeks later. 44. CO RPOU (O) said direction has gone out to OCs stating we have opportunities to expand on overtime; what that means is that if there's meaningful work that just
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	isn't getting done because we don't have the amount of people in the shops, but it's identified, then the OCs have the leeway to approve overtime. Example, if a particular project needs work, we can authorize the team to come in on a Saturday and get it done. If it's on the admin side, if there are filing cabinets that haven't been reviewed in years and there's just not enough hours in the day, OCs can approve an extra hour every day for two weeks. The SWE is available for overtime as required to get stuff done.
Round Table	45. CO-Chair and UNDE VP ONT said he attended a workshop on self-help in Quebec. Issues with it were discussed including a Corporal who cut up some concrete (without approval and without PPE) and caused silica dust to go everywhere; there was no respirator used, ventilation was poor, etc. and they ended up involving ESDC (Employment and Social Development Canada) because of the contamination that was caused. Since the direction rolled out 14 Jan 25, has there been any such incidents in Ontario (where a unit has not applied for the proper approval prior to self-help)? If yes, would that Unit now be on a watch list where you would scrutinize future requests? 46. CO RPOU (O) said yes absolutely. If someone has not followed the rules, OCs have done a good job of communicating that during RPCCs to all COs, Base Commanders and the OPS net. There should not be a Unit that is unaware. Obviously during APS, (Annual Posting Season) people get switched out so there will have to be continued messaging. This is in most Base Standing orders as well as on a web page that Engineered enabled projects require approval. CO asked if there have been any issues with self-help or issues during implementation? 47. 2IC Det Petawawa said we had one recently; a minor issue of a wall with one of the units. After testing for contamination with no negative impacts, we put them on a watch list and are scrutinizing all of their work orders and their requests as they come in. There was no electrical disruption and no plumbing disruption. It was a freestanding wall that they chose to remove on their own without asking. We had no idea this was happening in the first place; they broke all policy, not just self help. 48. CO RPOU (O) asked if there have been any success stories with the self help? 49. OC RPOD Borden said unfortunately I do not have a success story. One to two years ago, we had a case in the absence of the self-help SOP whereby we were had discussions with a unit regarding them wanting to purchase a mobile /plug in paint booth; six months later we found out that they'd installed it without engaging us. With the help of a contractor, we found out we had to shut it down after doing an inspection because there were a number of issues with the installation which locked out the system. We found out later that the system lockout had been cut

CO's and CO-Chair's Closing remarks	through and it had been put into play again. In response, we escalated with their Chain of Command and a summary investigation was conducted to determine exactly what happened and they were put on a watch list and the paint booth has been out of service since. 50. CO-Chair and UNDE VP ONT said it's good to talk about and share stories and track what's going on to ensure safety. I don't think we'll ever succeed at this 100% as long as we keep communicating and make small increments and small wins. I am glad we have these discussions as topics are really relevant and today was very productive. 51. CO RPOU (O) thanked everyone who participated and said it's an exciting time. He said he has been in the RP OPS world for 10 years and it's never been like this. As far as resources and flexibility with SWE go, this is something we've been, screaming about for years. There's some trepidation that this is just a blip and not a longterm trend. With the pressure from NATO, Canada has to do something. We will not be asking for any type of exemptions from the things that have been agreed upon and we are going to have to spend money. It takes a very long time to buy something like a submarine or a fighter jet; in the meantime, they're going to be looking to us to invest money into our infrastructure. We have a lot of great people and a lot of great ideas, and now we're being resourced to put those ideas into action so we really need to mobilize everybody and ensure that we're all pulling together. We can now design the Base that we want. As far as levels of service are concerned, we can bring in contractors to do stuff that was too expensive before when we didn't have the delegated authority and we had to put it on a National list and it would never get done. We now have the opportunity to raise these projects and get them done. We have the opportunity to hire people and actually do preventative maintenance so we don't end up in bad situations and we're getting everything all at once. It is a little overwhelming and we have to ensure we're not stressing people out, but this opportunity is amazing and I think we've got the right people in place to take advantage of it. I appreciate everybody's hard work and hopefully we can show everybody just what a great organization this is to work for. We can start to implement some of the changes that are long overdue and people have been hoping for.
Date of next meeting	52. Date set for Thursday, October 16, 2025. 53. Meeting adjourned at 1504hrs

John Geen
Lieutenant Colonel
Commanding Officer RPOU (O)

James Potts
Co-Chair & UNDE VP ONT

Distribution List

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UNDE Reps

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