



National Defence

Real Property Operations Unit (Ontario)
The LCol George Taylor
Denison III Armoury
1 Yukon Lane
Toronto, Ontario M3K OA1

Défense nationale

Unité des opérations immobilières (Ontario)
Manège militaire Lcol George
Taylor Denison III
1 Ruelle Yukon
Toronto, Ontario M3K OA1

1180-1 (CSC RPOU O)

November 2025

RECORD OF DECISION REAL PROPERTY OPERATIONS UNIT (ONTARIO) REGIONAL LABOUR MANAGEMENT CONSULTATION COMMITTEE MEETING (LMCC) HELD VIA MS TEAMS ON 16 OCTOBER 2025

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

Attendees:

RP Ops Unit (Ontario)	Major Kevin Elmer, DCO
RP Ops Unit (Ontario)	Chief Warrant Officer, Morgan MacDonald, UCWO
RP Ops Unit (Ontario)	Donna Armsworthy, Acting CSSO
RP Ops Unit (Ontario)	Camille McFarlane, CSC & Secretary
RP Ops Section Toronto	Maj Jin Ma, OC
UNDE Local 625 President Toronto	Daniel Barrett
RP Ops Detachment Kingston	Maj Tyler O'Connor, OC
RP Ops Detachment Kingston	Master Warrant Officer, Jeffrey Haire, SSM
UNDE Local 641 President Kingston	Chris Snooks
RP Ops Detachment Petawawa	Maj Daniel Portelli, OC
RP Ops Detachment Petawawa	Master Warrant Officer, Michael Barta, A/SSM
RP OPS Detachment Petawawa	Angela Adams, Admin O
UNDE Local 629 President Petawawa	Steve Yashinski
RP Ops Detachment North Bay	Captain Connor Wentzell, OC
UNDE Local 635 President North Bay	Nathaniel (Nate) Buisman
RP Ops Detachment Trenton	Maj Alistair Selley, OC
RP Ops Detachment Trenton	Master Warrant Officer, David (Tim) Best, SSM
UNDE Local 637 President Trenton	Cheryl Gough
RP Ops Detachment Borden	Maj Daniel Cruz, OC
UNDE Local 621 President Borden	Brian Duck
ACFO (Assoc of Canadian Financial Officers)	James Ellwood for J. Rai

Distribution List Page 5

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 and said he is happy to share we have had 30 new hires since 1 April and it is the most hiring he has ever seen. 20 of these new hires are in the Operational Services Group. Another 15 additional LOOs (Letters of Offers) have

	been issued recently with start dates by the end of November so that will be 45 new people in seats. He added that from 7 July to now, he has approved 130 SCAFs (Staffing and Classification approval forms) of which 90% (117) were for indeterminate hire. 2. CO-Chair and UNDE VP ONT also welcomed all and said that is great news.
Review & Acceptance of the 17 July 25 minutes NEW BUSINESS Scale of Staffing since 1 Apr 25	3. CO motioned to accept the minutes as no requests for changes had been received. 4. CO RPOU (O) said there has been equitable breakdown in terms of reinforcing shops and Engineering and Contracting cells and Planning Teams are growing with the increased funding. We will be onboarding 160 new hires by 1 April 2026 (which includes SURGE positions) and hiring between 40-50 people for each fiscal year until FY31/32 (over the next 7 years.) I will give the OCs leeway to achieve as much as possible. 5. UNDE Local 641 President Kingston asked how many vacant positions we have. 6. CSC RPOU (O) said there were over 150 vacant civilian position on the manning distributed 8 Oct 25. (189 to be exact) 7. CO RPOU(O) said we aim to fill all vacant positions vice abolishing them as part of vacancy management. 8. UNDE Local 629 President Petawawa inquired as to the breakdown by Det of the 50/50/50. 9. CO-Chair and UNDE VP ONT said he has seen the breakdown which is pretty impressive.
Round Table	10. CO-Chair and UNDE VP ONT said he believes posters are still going out where Red Seal is treated as an asset. 11. CO RPOU(O) said he was aware of a poster which went out in July (Reference#: 25-DND-EA-NAST-535716) that said <i>“Hiring HVAC positions - GLMAM 10 and GLMAM00 apprentices in Kingston and Petawawa which might be used to hire for other locations”</i> (which have these positions.) We spoke to Staffing Advisor National Advertised Staffing Team (NAST) who explained the intent and process and made changes. We were satisfied with all explanations provided. The terminable allowance was added to the poster as this classification tends to be difficult to staff. He mentioned he wants to hire young, motivated people. 12. UNDE Local 641 President Kingston asked if Self-Help will continue with all this hiring?

	13. CO RPOU(O) said the OCs have the discretion on that as it depends on what it is. 14. UNDE Local 641 President Kingston said most Bases have gone to Contracts for grasscutters. 15. CO RPOU(O) said his preference is to do it in house but if there is a lag (example we order a tractor which takes 18months to arrive) we have to adjust accordingly. 16. CO-Chair and UNDE VP ONT said he has noticed a decline in the quality of Contractors' cutting. 17. CO RPOU(O) said the biggest issue is in May and June but our COIs are stretched to the limit. 18. UNDE Local 625 President Toronto said there is a conflict of interest in the way work is being monitored in Toronto. DCC and Black and McDonald (FM Contractors) are being contracted and supervising themselves. You have problems in compliance and you are giving that responsibility to contractors who are saying there are no problems. 19. CO-Chair and UNDE VP ONT asked if there are any cases where Contractors can monitor their own work? 20. CO RPOU(O) said there are checks and balances in place and we have to ensure Scopes of Work are tight. If we don't have enough work, we can give them lighter Scopes of Work so DCC is not enforcing technical specifications. Where it does not occur, we have recourse to go back to DCC. 21. OC RP Ops Section Toronto said Compliance Inspections will be coordinated by Black and McDonald (B&M) as part of the Facility Maintenance Contract (FMC). B&M will be responsible to coordinate, schedule and contract independent third-party inspectors to conduct the compliance inspections. B&M will also provide an annual schedule to RP Ops on when the inspections will take place, allowing RP Ops' Contract Inspectors to observe the inspections as required. OC said the aim is to have the FMC contractor take on the responsibility of doing the compliance inspections. This change mostly focuses on compliance inspections for pressure vessels. 22. CO-Chair and UNDE VP ONT asked if we are going to contract out the inspections?
--	--

CO's and CO-Chair's Closing remarks	23. OC RP Ops Section Toronto replied yes to third party HSB Inspectors (Hartford Steam Boiler Inspection and Insurance Company – they are industry leaders in the inspection of boilers, pressure vessels and other types of equipment) who are certified to do inspections as regulated by the TSSA (Technical Standards and Safety Authority). 24. CO-Chair and UNDE VP ONT asked who is vetting? 25. OC RP Ops Section Toronto replied it is in the scope of work for the change order. 26. UNDE Local 637 President Trenton said to the untrained eye it appears they are picking their own inspectors. Is there a list? 27. OC RP Ops Section Toronto said via a third party, the ownership is on Black and McDonald to coordinate all. 28. CO RPOU (O) said TSSA is a big deal so they are not just going to rubberstamp documents as they are responsible if something goes wrong. Technical Standards and Safety Canada enforces safety standards across various sectors, including (TSSA in Ontario) for equipment like elevators, boilers, and amusement rides. These agencies develop regulations and technical standards documents (TSDs) to ensure public and workplace safety in different industries. 29. OC RP Ops Section Toronto said the current issue is that we are not meeting all the mandatory compliance requirements due to our inability to coordinate and schedule all the third-party inspections on an annual basis. By making FMC contractor (B&M) responsible to coordinate the inspections, it transfers the responsibility and makes them take ownership for compliance. 30. Acting ACFO Rep said no company is going to come in and mess up their TSSA certification. As an Ontario Board, TSSA can go back and audit everything a company has done in the past ten or more years. 31. CO RPOU (O) said this was a quick meeting and I appreciate everyone's efforts so we can support members. 32. CO-Chair and UNDE VP ONT said everyone is happy when you start a meeting off with positive remarks on large numbers in hiring. If there are any issues we can help with, (like speeding up the security process) let me know so I can bring it up at the National Level. We have had some success getting security processed faster.
-------------------------------------	--

Date of next meeting	This should flow through your respective UNDE Reps. 33. Date set for Thursday, January 26, 2026. 34. Meeting adjourned at 1400hrs
----------------------	--

John Geen
Lieutenant Colonel
Commanding Officer RPOU (O)

James Potts
Co-Chair & UNDE VP ONT

Distribution List

Lists A and List C
UNDE Reps
Labour Relations Team 5 – Team Lead, Meghan Lawlor