RECORD OF DISCUSSION (ROD)
MATERIEL GROUP LABOUR MANAGEMENT COMMITTEE (GLMC)
13 June 2024

Co-Chairs:	Ms. Nancy Tremblay	ADMA
	Mr. Adam Gray	PIPSC
Secretary:	Ms. Colette Leblanc	COS DMGMC
	Ms. Melissa Verdun	SR Prog. Manager
Members:		
	MGen Rob Dundon	COS(Mat)
	Rowan Sewell	DMGMC
	Ms. Wendy Gaebel Dallaire	DGMSSC
	BGen. Darryl Taylor	DGAEPM
	BGen Chris Moyle	DGLEPM
	Mr. Marc Rodgers	DGMPD (Air & Land)
	Mr. Rob Gray	DGMPD (Sea)
	Ms. Hélène Picard	DGIIP
	Mr. Mathieu Lessard (teams)	IBEW 2228
	Mr. James Potts (teams)	UNDE
	CWO Coltart	Group Chief
	Capt(N) Sean Williams	COS DGMEPM
Observers:	Ms. Marise Levesque	ADM (HR-Civ)
	Mr. Jeff Wrinn	UNDE
	Mr. Des Rogers	FDTLC(W)
	Mr. Jamie GoodMurphy (teams)	PIPSC
	Mr. Yves Fournier (teams)	FDTLC(E)
	Ms. Wanda Boudreau (teams)	FGDCA
	Grace Wu (teams)	HR-Civ
Regrets:	Mr. Troy Crosby (Present for opening remark)	ADM (Mat)
	Ms. Emma Oraweic	DG Proc Svcs
	Mr. Wayne Rockwell	DGMPD (Sea)
	Cmdre Keith Coffen	DGMEPM

ITEMS	DISCUSSION / DECISION(S)	ACTION(S)
	Opening Remarks Mr. Troy Crosby introduced Mrs. Nancy Tremblay as the future acting ADM and the meeting's co-chair, as he was urgently called away from the meeting. As his final GLMC, he thanked all attendees for their participation and collaboration over the years. Mr. Adam Gray took a moment to thank Mr. Crosby for his impact, honesty, and leadership at GLMC. The Co-Chair, Ms. Nancy Tremblay welcomed the attendees and noted that these types of engagements and two-way dialogue is important. She also invited everyone to interact in the official language of their choice and Teams' attendees to participate with their camera open.	
I	**Workplace update around 25 Nicholas and 400 Cumberland** MGen Dundon provided an update on the escalating safety issues around these two locations and the plans to be put into place to move the Materiel Group (Mat Gp) employees working there to other locations, principally 101 Col By (Pearkes Building). As this move is for the safety of Mat Gp employees and as it was initiated internally and not by the department, the relocation fees come out of the Group's budget. The relocation of employees to 72 Laval was touched on briefly. It was noted as a limited move (+/-25 employees) and everything is going as planned. These moves were based on a two -day- per-week return to the office (RTO). With the recent announcement of a three-day-per week RTO in September, it makes it more challenging, and data will need to be revisited MGen Dundon opened the floor to concerns and questions. Mr. Adam Gray inquired on a tentative timeline for the employee to move out of 400 Cumberland. The move has already begun and is scheduled to complete in December 2024.	
II	**Update on the Hybrid 3 days/60% model** MGen Dundon spoke about the change in direction on prescribed presence in the workplace announced by Treasury Board of Canada Secretariat (TBS) on May 1st. The direction sets out the requirement for Public Service employees to work three days per week in the office and Executives four days per week. He also mentioned the	

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	default expectation for all CAF members is to work from a DND/CAF established workspace five days a week. It was noted that challenges in implementation include alignment with civilian presence. Many challenges to come: PSPC has announced its intent to reduce footprint by 50%. It was recognized that the policy sometimes seems incongruous, so flexibility is reiterated. Policies are sometimes moving two ways and mixed information is being shared. We are working to balance this information as much as possible. A draft regarding the three-day RTO policy is ready for consultation and has been shared with the GLMC members for review and comments. Feedback is to be provided to DMGMC NLT 28 June 24. Compliance: It is monitored by card swipes; in-and-out (e.g. for lunches or other). This might pose a challenge but a margin of error is considered in the L0 calculation of aggregate data. Hence the reason why the importance of MWA should be reinforced as it is used as one of the variables in data analysis. IT and space: The plan is a work in progress and needs must be signalled as they arise. MGen Dundon gave the floor to Ms. Rowan Sewell to share additional information on the draft. Ms. Rowan Sewell affirmed that this is a complex issue for management. Among other things, funding of ergonomic equipment and duty to accommodate – as challenging as it might be, should still be incorporated into the budget. The draft draws on existing policies and feedback is encouraged. MGen Dundon thanked Ms. Sewell and opened the floor to questions. Mr. James Potts had two comments. In the draft, the term public servant is used, but should now be replaced by Public Service employees. Also, he pointed that we must be careful as the wording used in the document (specifically first half of the 2nd page) could be interpreted that people working from home are not performing to full duty.	DG's and Bargaining Agents DMGMC

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	Mrs. Tremblay stated that it was worth looking to make sure the true intent is reflected in the wording. She also mentioned that as public service employees, we have a responsibility to follow the Code of Values and Ethics and it needs to be included in the draft – TBS policies/rules must be adhered too. Both comments were acknowledged by the Table.	
III	**Round Table** Ms. Helene Picard raised that more details should be added regarding the ergonomic equipment (home vs. office) as neither the division nor the department have the budget to fund two ergonomic sets per employee. The comment was acknowledged by Mrs. Tremblay who also added that the framework exists to escalate these concerns and we should use it. Ms. Sewell provided some clarification regarding the Duty to Accommodate process. If a doctor's note is provided, upon consultation with the Office of Disability Management, per the Policy, the employer must pay for the ergonomic equipment of both locations as defined by the individual's confirmed requirements. Smaller items such as a mouse, keyboard, etc. can be moved. Ergo chairs are fitted to a person's need, therefore if needed, a designated space is recommended. Ms. Tremblay added that the employer has the obligation to provide equipment in one location, there is no guarantee that a second space will be organized due to budget restrictions. The primary work location will be prioritized. She again invited everyone to provide comments on the draft. Ms. Sewell closes the round table by mentioning that HR-Civ was closely consulted for the draft.	
II	**Closing Remarks** Ms. Rowan Sewell thanked everyone and introduced Ms. Colette Leblanc and thanked her and her team. She also thanked Ms. Nancy Tremblay and Mr. Adam Gray, co-chairs.	

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	Mrs. Nancy Tremblay affirmed that a date for the feedback return should be established at the end of the month of June and a final version should be ready by early July. Next GLMC will be scheduled for 15 Oct 2024 from 1430-1530.	

Reviewed and Approved by Co-Chairs:

Nancy Tremblay ADM(MAT)	Adam Gray PIPSC Representative