

RECORD OF DISCUSSION (ROD)
MATERIEL GROUP LABOUR MANAGEMENT COMMITTEE (GLMC)
14 January 2025

Co-Chairs:	Ms. Nancy Tremblay Mr. Adam Gray (Teams)	ADMA PIPSC
Secretary:	Ms. Melissa Verdun Andrea Bégin	A/COS DMGMC Senior Program Manager DMGMC
Members:	Judith Bennett MGen Rob Dundon CWO Richard Coltart BGen. Darryl Taylor Hélène Picard BGen Chris Moyle Cmdre Keith Coffen Mr. Marc Rodgers Mr. Rob Gray Ms. Wendy Gaebel Dallaire Ms. Kalvinder Brar Ms. Colette Leblanc Mr. James Potts (Teams) Mr. Yves Fournier (teams) Mr. Des Rogers (Teams) Mr. Jamie GoodMurphy (Teams)	Associate ADM (Mat) COS(Mat) Group Chief DGAEPM DGIIP DGLEPM DGMEPM DGMPD (Air & Land) DGMPD (Sea) DGMSSC DG Proc. svcs A/DMGMC UNDE FDTLC(E) FDTLC(W) PIPSC
Observers:	Isabelle Perron (Teams) Sophia De Fronzo Alex Sinclair Sarah LaRocque	ADM (HR-Civ) A/DMGCAS EA COS (Mat)
Regrets:	Ms. Wanda Boudreau Mr. Jeff Wrinn Mr. Mathieu Lessard	FGDCA UNDE IBEW 2228

ITEMS	DISCUSSION / DECISION(S)	ACTION(S)
	Opening Remarks The ADM, Ms. Nancy Tremblay, welcomed the participants and wished everyone a happy new year. She mentioned that a health check was done at the last GLMC, and things were running smoothly, she hopes that's still the case. The Co-Chairs didn't have anything to add. Mrs. Colette Leblanc mentioned that the latest GLMC RoD's are being translated and will be posted on the intranet soon. She followed with a land acknowledgement and introduced the first speaker.	
I	Official Languages Ms. Bégin provided an update on the progress made by the Materials Group on Official Languages in FY24-25 and how it can support OL compliance in the future. She noted that an increase in Official Languages complaints related to position language requirements has been observed and although the policy is not yet enforced, a careful assessment should always be used to determine the language profile in the bilingual region to help reduce complaints. Ms. Bégin briefed participants on the data of incumbents and positions requiring attention to meet the new CBC policy on language profiles of supervisory positions in bilingual regions. She mentioned that it is a management responsibility to encourage employees to take second language training. She explained that there are approximately 280 people in positions that may have a CBC language profile and where the position is identified as BBB or lower. The CBC policy update was also brief, as follows: • The CBC requirement will apply to all new supervisory appointments in bilingual regions. • Current incumbents of positions that supervise employees in bilingual regions who do not currently meet the CBC level will retain their incumbency rights. • The organization will need to take steps to assist employees when a supervisor does not have a CBC profile or cannot communicate in the employee's language of choice. • Employees who supervise or who wish to advance to a supervisory position are encouraged to improve their second language skills.	

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	It was expressed that the Mat Group, in collaboration with HR-Civ, has made great strides in the area of Official Languages, but it is essential to continue to promote a respectful and inclusive workplace that ensures individuals' rights to work in the official language of their choice are respected. With the expected reinforcement of the OL Act, the onus is on the L1 to do their part. Keeping in mind the June 2025 target our compliance efforts should be concentrated in: - Reviewing and upgrading to CBC supervisory position that become vacant. - Staffing position with at-level candidate - Upgrading linguistic profile of position where incumbent meets CBC. Mr. Potts inquired if a map/list of the bilingual region could be provided. A question was asked about a plan for SLT. Ms. Colette Leblanc responded that non-imperative will be one option among, but prioritization will be needed as there is a known funding gap. It was reiterated that management has a responsibility to encourage staff to achieve Bs in reading and writing on their own. Ms. Tremblay added that, there's a known need for SLT but individuals need to see this as a responsibility and be willing to make efforts as funding won't be available for everyone. She asked if the positions to be updated are being tracked. She also mentioned that we know that some of these positions are bilingual (CBC or higher), for which she asked if their linguistic profile had been updated. Ms. Colette Leblanc informed that no, it wasn't already done as upgrading supervisory positions where incumbents meet the CBC in a BBB position or less was part of our presentation quick wins. Ms. Tremblay asked that, as a first step, the language profile be upgraded for positions where the incumbent meets the CBC requirement at a BBB or lower level. She also asked that an OL compliance plan be provided.	<u>DMGMC</u>

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II	Funding Reductions The ADM, Ms. Nancy Tremblay, addressed the rumours with regards to staffing/funding reductions in personnel. We were reminded that over a year ago all departments were mandated to reduce spending. The Department of National Defence was spared from additional reductions due to what needs to be delivered. There is no Workforce Adjustment being tracked for Mat Group at this time. Should concerns be raised, the subject will be well communicated and orchestrated with the public service employee and unions. Mr. Des Rogers president of FDTLC (W) advised this was good to hear. There were no further questions/comments on this regard.	
II	Round Table Mr. James Potts brought forward the issue of insufficient parking at the printing bureau, as construction has reduced the allotted spots by 51%. MGen Dundon expressed that this issue was a grave concern, and various options and contingency measures were being considered in consultation with PSPC. This matter will remain high priority and is open to be addressed secretarially, otherwise tabled for the next GLMC agenda should it be still required. No other points.	
III	Closing Remarks Ms. Nancy Tremblay thanked participants, and was happy to hear this GLMC's updates, noting there is work to do in the organization with regards to the linguistic profiles of positions. Participants were reminded that any concerns with funding related to staffing would be addressed with ample time to coordinate messaging and efforts. An update on the parking situation is expected without haste. Mr. Adam Gray thanked Mrs. Nancy Tremblay for the continued and very positive engagement on employee matters by her, her Senior Staff and the DGs. The next GLMC meeting will be schedule for mid-June.	

Reviewed and Approved by Co-Chairs:

Nancy Tremblay
ADM(MAT)

Adam Gray
PIPSC Representative