

Union Management Consultation Committee (UMCC)

21 October 2011 13h45hrs to 16h30hrs, Conference Room “B”, 13ST
National Defence Headquarters, 101 Col By

- Co-Chairs:** Mr. R. Fonberg, Deputy Minister
Mr. D. Rogers, President, Federal Government Dockyard Trades and Labour Council (West) (FGDTLC-W)
- Members:** Mr. M. King, Associate Deputy Minister
VAdm A.B. Donaldson, Vice Chief of the Defence Staff
RAdm M. Norman, representing Commander, Royal Canadian Navy
BGen M. Dabros, representing Commander, Canadian Army
BGen N.E. Russell, representing Commander, Royal Canadian Air Force
Mr. D. Ross, Assistant Deputy Minister (Materiel)
Mr. K. Lindsey, Assistant Deputy Minister (Finance and Corporate Services)
Mr. J. Turner, Assistant Deputy Minister (Information Management)
Ms. C.L. Binnington, Assistant Deputy Minister (Human Resources-Civilian)
RAdm A.M. Smith, Chief of the Military Personnel
Mr. S. Stevenson, Assistant Deputy Minister, (Infrastructure and Environment)
Dr. M. Fortin, Assistant Deputy Minister (Science and Technology)
Mr. J. MacLennan, National President, Union of National Defence Employees (UNDE)
Mr. L. Brown, President, Federal Government Dockyards Trades and Labour Council (East) (FGDTLC-E)
Mr. T. Denault, President, Federal Government Dockyard Chargehands Association (FGDCA)
Mr. M. Isaacs, Association of the Canadian Financial Officers (ACFO)
Dr. J-M. Noël, President, Canadian Military College Faculty Association (CMCFA)
Mr. B. Kingston, National President, Public Service Alliance of Canada (PSAC), Agriculture Component
Mr. G. Maxwell, President, National Consultation Team, Professional Institute of the Public Service of the Canada (PIPSC)
Mr. M. Boucher, President, Canadian Merchant Service Guild (CMSG)
- Regrets:** VAdm P. Maddison, Commander, Royal Canadian Navy
LGen P.J. Devlin, Commander, Canadian Army
LGen J.P.A. Deschamps, Commander, Royal Canadian Air Force
Mr. D. Boulet, Business Manager, International Brotherhood of the Electrical Workers (IBEW Local 2228)

ITEM 1: OPENING REMARKS

1. Mr. Fonberg welcomed the participants, including RAdm Norman, who was attending his first meeting. He also congratulated Messrs. MacLennan, Rogers and Kingston on their re-elections since the last meeting of the National UMCC.
2. Mr. Fonberg remarked that there had been numerous discussions prior to the meeting, including the June teleconference with the Unions. He indicated that the Strategic Review was being finalized with implementation commencing in the fiscal year 2012/2013. He advised that the deficit reduction action plan had been submitted to Treasury Board and decisions would be made in the context of the 2012 Federal Budget. Mr. Fonberg indicated the Committee would answer and explain what it could in the interest of full transparency.
3. Mr. Fonberg advised there had been a number of issues proposed for the agenda. While issues may not be listed directly on the agenda, they would be touched on during the meeting.
4. Mr. Rogers thanked everyone for attending the meeting and recognized the reasons for delaying the June UMCC. He also expressed appreciation for the June teleconference.

ITEM 2: ACCEPTANCE OF PREVIOUS MINUTES / ACCEPTANCE OF AGENDA

5. Mr. Rogers asked for the Committee's acceptance of the previous minutes and of the agenda. Both were accepted.

ITEM 2 (continued): PREVIOUS BUSINESS

6. Mr. Fonberg reviewed the previous business items from the Minutes of the 2 December 2010 UMCC meeting.

ITEM 3: RESOURCE UPDATE

7. Mr. Fonberg invited VAdm Donaldson to present this topic. VAdm Donaldson remarked on the complexity of providing a resource update without a full understanding of the Strategic Review Implementation Plan and the deficit reduction action plan. VAdm Donaldson indicated that for the Strategic Review Implementation, the \$1 B in programme reduction proposals accepted by the Government would be announced soon and would be implemented commencing 2012/2013. He indicated that in relation to the deficit reduction action plan, the Department had made submissions to Treasury Board (TB) for 5 and 10 percent reductions to the operating budget, and decisions were expected to be announced as part of the 2012/2013 Federal Budget. Until that time, the submissions would remain Cabinet Confidence.

8. He noted that work continues on the DND Investment Plan (IP) 2012, which would be submitted to TB for approval in the new year.

ITEM 4: CHANGE AGENDA

9. VAdm Donaldson provided an overview of the Defence Change Agenda. His presentation included information on the internal and external influences, the initiatives underway, and the timeline for implementation. The internal factors were the CF Transformation, Primary Reserve Employment Capacity Study, Force Capability Plan (FCP), Investment Plan (IP) 2012, Move to Kanata Campus, and Headquarters Rationalization. The external factors he noted were the Strategic Review, the Administrative Services Review, and the deficit reduction action plan.

10. Mr. Isaacs inquired whether the information regarding reductions would be shared with the Unions. VAdm Donaldson responded that this information would be available and distributed once the changes were announced by the Minister. He noted the objective of Strategic Review was to eliminate the lowest performing or relevant 5% of DND's programme, while the focus of the deficit reduction action plan was to identify efficiencies to reduce operating costs.

11. Mr. MacLennan asked whether the transfer of functions and positions to Shared Services Canada would form part of the Strategic Operating Review and the deficit reduction action plan efficiencies. VAdm Donaldson advised that Shared Services Canada would undertake their own independent review.

12. VAdm Donaldson noted that there were multiple influences impacting the Department simultaneously and the current focus of the Department was to identify large efficiencies. Mr. Fonberg cautioned that the Department's ability to assess all proposals regarding reductions would be difficult, and wanted to ensure that it was understood that DND was to identify significant savings.

13. Mr. MacLennan remarked that Unions should be involved early in the process, and explained how a lack of information and transparency threatens trust. VAdm Donaldson responded that the frustration was understood and indicated the Department would share the information once decisions were known.

14. Mr. MacLennan requested clarification on whether the review of contracts would include contractors, such as Defence Construction Canada. VAdm Donaldson responded that the Department was reviewing contracts, not contractors. Mr. Stevenson remarked that with changes to Defence Construction Canada contract overhead growth would be more carefully reviewed.

15. VAdm Donaldson remarked that the next few months would be challenging.

ITEM 5: REPORT ON THE NATIONAL HEALTH AND SAFETY POLICY COMMITTEE (NHSPC)

16. VAdm Donaldson invited Ms. Châteaufort, Director of General Safety, to present this topic. Ms. Châteaufort provided information on the National Health and Safety Policy Committee. Her presentation included an overview of the Committee's accomplishments, current activities, foreseen challenges, and future plans.

17. Mr. Kingston raised a concern regarding Section 135 of the *Canada Labour Code*, and health and safety training for committee members. A discussion followed regarding the composition of health and safety committees at the base level. Ms. Châteaufort indicated that due to the complexity of the National Defence there have been Safety Committees established that were not requirements under the *Canada Labour Code*. She also noted DND's training program is mature and robust, delivering over 100 serials of a 9-course curriculum and recognized improvements can always be made.

18. Mr. Maxwell acknowledged the successes of the committees, but noted that the employer does not have the authority to change employee representatives on the committees. He also requested an inventory of the committee members be shared with the Unions so they could evaluate committee composition. **Action: Ms. Châteaufort will coordinate with the NHSPC the establishment of an inventory of all DND/CF Health and Safety Workplace Committees across the country.**

19. Mr. Rogers remarked on the local level structure issues and indicated that conducting a review of them would be an onerous task. He noted the Committees are a joint collaboration and expressed that health and safety, which affects both the Department's employees and the Union members, is everyone's business and it is in our best interest to engage all workplace parties.

20. Mr. Denault also acknowledged the accomplishments of the NHSPC in the past few years. He remarked there were many aspects of health and safety to focus on.

21. VAdm Donaldson remarked that there is a common objective and the focus should be on workplace safety and prevention. He added that the role of the NHSPC is to ensure wide issues are addressed. VAdm Donaldson further remarked that the chain of command is focused on health and safety.

22. Mr. Fonberg noted the importance of health and safety to all parties. After discussion, he asked that a "term sheet" be developed to set out areas of disagreement in the National Health and Safety Policy Committee. **Action: D Safe G will prepare a "Term Sheet" in consultation with the Unions.**

ITEM 7: HR TRAINING FOR MILITARY MANAGERS

23. Mr. Rogers invited Mr. Kingston to raise this issue. Mr. Kingston initiated a discussion around mandatory training on the *Public Service Employment Act* that would be beneficial for military managers. He noted that a decision from the *Public Service Staffing Tribunal (PSST)* referencing staffing training for military managers.

24. RAdm Smith advised that military managers receive training on management of civilians. He added that Human Resources Officers provide assistance to military managers during the staffing process.

25. Ms. Binnington advised that training on staffing had been a mandatory requirement to receiving staffing delegation since the new legislative framework came into force in 2005. She further advised that DND continues to develop and deliver training on staffing.

26. Mr. Brown remarked that there are a number of factors which impact the staffing process. He indicated these could be a combination of a need for training and managers who do not follow the advice of human resources officers. Ms. Binnington indicated that during her cross country visits she would reinforce the messaging. She also noted that during the 30 March 2011 Human Resources Sub-Committee an issue regarding employees who did not complete training was raised, and was subsequently addressed.

27. Ms. Binnington indicated that the presentation on labour relations training, which had been provided during a recent HR Sub-Committee meeting, could be shared. **Action: ADM(HR-Civ) to distribute presentation on labour relations training.**

ITEM 8: PROPOSED TRANSFER OF DETACHMENT DUNDURN

28. Mr. Rogers invited Mr. MacLennan to introduce this topic. Mr. MacLennan indicated concerns regarding the level of consultation on the proposed transfer of Detachment Dundurn.

29. BGen Russell responded that the request to evaluate the transfer of Detachment Dundurn had been raised during the summer, and a briefing note was sent by the 17 Wing management team to the union on the subject at the end of August. He indicated that discussions were ongoing and appropriate consultation would occur at the operational level once a decision was taken.

30. Mr. MacLennan explained that he wanted to ensure the proposed transfer was not a strategic review decision.

31. BGen Russell advised that DND would consult when possible. He added that due to the environment of uncertainty there would continue to be uncorroborated information.

ITEM 9: APPRENTICESHIP PROGRAM

32. Mr. Rogers asked Mr. Brown to introduce this topic. Mr. Brown expressed concern over the viability of the Apprenticeship Program following the invocation of the Treasury Board Term Employment Policy, Section 7, and the recently announced contracts awarded to shipyards on the coasts. He noted there would be strong competition from outside industry and apprentices would be seeking stability upon completion of the Apprenticeship Program.

33. Mr. Ross responded that an analysis assessing the impacts of the contracts was required. He noted that while private sector work was cyclical, DND would continue to provide long term contracts.

34. RAdm Norman noted Comd RCN was supportive of the Apprenticeship Program; however, a further understanding of the impacts was required.

35. Ms. Binnington advised there was full support of the Apprenticeship Program in the Department, which must be balanced with the other departmental pressures.

36. Mr. Fonberg suggested an update on the impacts of these contracts to the shipyards would be provided during the December meeting. He proposed that both management and the Unions should work in conjunction to address the challenges.

37. Mr. Brown agreed that the issue should be discussed again during the December meeting. ***Action: ADM(HR-Civ) and ADM(Mat) will provide an update on the Apprenticeship Program and the impact of the shipbuilding contracts on it at the December meeting.***

ITEM 10: DEFENCE HEADQUARTERS TRANSFORMATION PROJECT

38. Mr. MacLennan acknowledged that VAdm Donaldson had addressed this topic during the Change Agenda presentation and that no further discussion was required.

ITEM 11: LEVEL 1 UPDATES

39. ADM (Fin CS): Mr. Lindsey announced that to allow the Chief Financial Officer to focus on financial management issues and increase compliance with Treasury Board's CFO Policy, some responsibilities had been transferred to CMP, ADM (IM) and other parts of the organization.

40. ADM(S&T): Dr. Fortin advised that work had begun on the talent management framework and communication with both employees and Unions would occur in the near future.

41. ADM (IM): Mr. Turner advised that details on the transfer of services and employees to Shared Services Canada would be available in the near future. He noted that the names of employees transferring were being validated and those impacted would continue in their workplace for several months.
42. Mr. Maxwell remarked that there were concerns regarding whether positions would be excluded from the transfer, such as those working on secured networks, and the affects of the military workforce.
43. Mr. Turner responded that secret, top secret, command and control functions were outside the scope of the transfer. He further noted that military members whose functions were being transferred would remain members of the CF and within a CF chain of command.
44. Comd RCAF: BGen Russell noted they were affected, similar to other Level 1s.
45. Assoc DM: Mr. King had no issues to raise.
46. ADM (Mat): Mr. Ross advised there could be impacts on his area resulting from the Deficit reduction action plan. He further advised that the workforce FTE stabilization strategy was being implemented to ensure a smooth transition.
47. CMP: RAdm Smith had no issues to raise.
48. ADM (IE): Mr. Stevenson had no issues to raise.
49. Comd CA: BGen Dabros clarified the nature of internal Army HR management initiatives, targetting a re-allocation of existing resources in accordance with Army priorities, as being distinct and separate from strategic reduction initiatives that are ongoing. He advised that the Army was looking forward to further discussions.
50. Comd RCN: RAdm Norman indicated he was pleased with the consultation that had occurred and reiterated the commitment to continued communication with the Unions.
51. ADM (HR-Civ): Ms. Binnington indicated there had been good discussion during the HR Sub-Committee meeting. She confirmed that the discussions had been around the employability strategy, input on workforce adjustment training, and an update on collective work descriptions. She added that she would appreciate further input and expressed her willingness to share information from the meeting.
52. VCDS: VAdm Donaldson remarked that during these times of change, people must be dealt with respectfully.

ITEM 12: ROUND TABLE

53. FGD TLC-E: Mr. Brown expressed the importance of the Employee Assistance Program and Alternate Dispute Resolution due to the difficult times ahead. He noted that these programs would provide a great deal of service to their members.

54. Agriculture Component: Mr. Kingston had no issues to raise.

55. PIPSC: Mr. Maxwell had no issues to raise.

56. CMSG: Mr. Boucher remarked that the equipment his members work on was aging and required a high level of certification and the age of the equipment impacts recruitment. He further noted that commercial alternatives could be expensive.

57. RAdm Norman advised that government vessels had been included in the announcement and this information would be sent to Mr. Boucher. He added that the operation of the fleet would be a downstream issue in the context of the change agenda. **Action: DComd RCN will send government vessel information to CMSG.**

58. ACFO: Mr. Isaacs had no issues to raise.

59. CMCFA: Mr. Noël had no issues to raise.

60. FGDC: Mr. Denault had no issues to raise.

61. UNDE: Mr. MacLennan indicated that information must be provided in a timely fashion, otherwise rumors would begin.

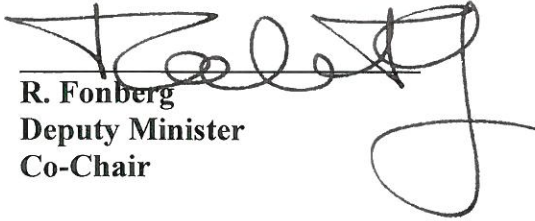
ITEM 13: NEXT MEETING AND CLOSING REMARKS

62. Mr. Rogers thanked the Committee for a productive meeting, noting that the issues raised with respect to health and safety, and training for military managers had been answered to the Unions' satisfaction. He also expressed how uncertainty is difficult for everyone and information needs to be disseminated to their members as soon as possible. Finally, he noted the importance of consultation.

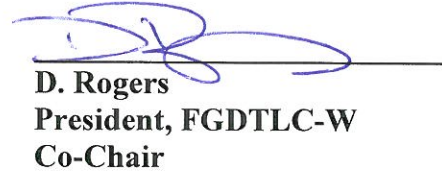
63. Mr. Fonberg thanked the members for a productive meeting, and their patience since it had been an unusually long time between meetings. He acknowledged there were many changes underway, and expressed his concerns over the impact of these changes on employees. Mr. Fonberg added that together the parties would move through the changes, while ensuring people had the information needed, and delivering on all fronts.

64. Mr. Fonberg noted that the next meeting would be held on 9 December 2011 and a meeting invitation would be sent out closer to the date.

Approved by:



R. Fonberg
Deputy Minister
Co-Chair



D. Rogers
President, FGDTLC-W
Co-Chair