

Union Management Consultation Committee (UMCC)

DATE:	3 December 2015
TIME:	1330 - 1530
LOCATION:	National Defence Headquarters, 101 Col By, Conference Room "B", 13ST

Co-Chairs: John Forster, Deputy Minister
Milt Isaacs, President, Association of the Canadian Financial Officers (ACFO)

Members: Bill Jones, Senior Associate Deputy Minister
LGen Marquis Hainse, Commander, Canadian Army
VAdm Mark Norman, Commander, Royal Canadian Navy
LGen Christine Whitecross, Chief of the Military Personnel
Cmdre Brian Santarpia, representing, Vice Chief of the Defence Staff
Col Ning Lew, representing, Royal Canadian Air Force
Kin Choi, Assistant Deputy Minister (Human Resources-Civilian)
Jaime Pitfield, Assistant Deputy Minister, (Infrastructure and Environment)
Patrick Finn, Assistant Deputy Minister (Materiel)
Edison Stewart, Assistant Deputy Minister (Public Affairs)
Len Bastien, Assistant Deputy Minister (Information Management)
Marc Fortin, Assistant Deputy Minister (Science and Technology)
Ian Poulter, representing Assistant Deputy Minister (Finance)/Chief Financial Officer

John MacLennan, National President, Union of National Defence Employees (UNDE)
Glenn Maxwell, National Consultation Team, Professional Institute of the Public Service of the Canada (PIPSC)
Des Rogers, President, Federal Government Dockyard Trades and Labour Council (West) (FGDTLC-W)
Jerry Ryan, President, Federal Government Dockyard Trades and Labour Council (East) (FGDTLC-E)
Richard Cashin, President, Federal Government Dockyard Chargehands Association (FGDCA)
Mark Boucher, President, Canadian Merchant Service Guild (CMSG)
Jean-Marc Noël, President, Canadian Military College Faculty Association (CMCFA)
Bob Kingston, President, Public Service Alliance of Canada (PSAC), Agriculture Union

ITEMS	OPI	DECISION / ACTION	OPI(s) & Deadlines (DL)
1. Opening remarks	Co-Chairs	Mr. Isaacs advised that that effective next meeting, John MacLennan will be replacing him as Union co-chair for the committee.	N/A
2. Acceptance of previous minutes and agenda	Union Co-Chair	The meeting agenda and minutes from the 5 June 2015 meeting were accepted.	N/A
3. Receiving and housing of Syrian refugees	BGen Peter Dawe, SJS Director General Operations	An overview of plans to receive Syrian refugees was provided and it was noted that, in the event that refugees are required to temporarily stay at military bases, health and safety risks will be identified to all persons as required by the Canada Labour Code. Local Occupational Health and Safety committees will be engaged where necessary.	N/A
4. Update on the Carling campus move	VCDS	First moves would be occurring in approximately nine months. A departmental job swap program will be starting in the New Year to allow employees to indicate interest in either moving to the campus or working from a different building. A Frequently Asked Questions page will be included on the transformation team website in the future. <i>Secretarial note:</i> The FAQs can be found at http://intranet.mil.ca/en/change/questions-answers.page	N/A
5. Update on the public service employee survey action plan	ADM (PA)	The presentation on Public Service Employee Survey provided an update on the Action Plan, next steps as well as L1 Engagement activities to date.	N/A
6. Update on blueprint 2020	ADM (PA)	An update on Blueprint 2020 and copies of the draft 2015 update report to the Clerk were provided to committee members. In addition, the importance of communication and employee engagement was raised as an important component of cultural change intended by Blueprint 2020	N/A

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7. Defence renewal update	MGen Jay Milne, Defence Renewal Lead	<p>While no timelines were given as to when the final report on Lean HQ Implementation Recommendations would be shared with bargaining agents, it was agreed that DRT and ADM(HR-Civ) will work through the various initiatives to develop an engagement plan for DR and Lean HQ.</p> <p>While overall performance management is required for civilian employees by TBS throughout their careers, there may be flexibilities relating to development plans for employees nearing retirement.</p> <p>Although engagement regarding the IT helpdesks has been taking place at local levels, it was agreed that DRT and ADM(IM) will contact Mr. Maxwell to provide a global update.</p>	<p>ADM(HR-Civ) and DRT DL: Jan/Feb 2016</p> <p>ADM(IM) and DRT DL: TBC</p>
8. Level 1 reports	ADM(HR-Civ)	HR-Civ is beginning to look at employee health and wellness initiatives, particularly relating to mental health initiatives.	N/A
	CA	The Army still has approximately 600 vacant positions, but positive staffing developments have taken place and these positions should start being filled soon.	N/A
	RCN	The Navy is feeling less pressure due to the excellent work of employees, and indicated that they were now at a point where they can start to reinvest based on the needs of the organization.	N/A
	ADM(IE):	Operations are continuing to be centralized so that ADM(IE) will be the sole custodian of DND real property by April 2016. Regular town hall meetings with employees will continue to take place.	N/A
	ADM(IM)	The IM group is starting to grow, and has about 118 staffing actions underway, allowing for more mobility options for staff.	N/A
	RCAF	The Air Force is working through its staffing plans.	N/A
	VCDS	VCDS is focusing on recruiting and hiring in key areas such as security and cyber.	N/A
	ADM(Fin)/CFO	The review of the organization against the Government of Canada's CFO model is ongoing, and it is hoped that the final report will be available shortly.	N/A

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	ADM(PA)	IS-03 and IS-04 pools are being used to staff positions, after which the rest of the organization will be able to use them to meet their needs.	N/A
	ADM(Mat):	Mat Group is focused on the PSES results, in particular areas relating to Official Languages and harassment prevention. In addition, several collective staffing projects are underway, and a succession management program is under consideration.	N/A
	ADM(S&T):	There is an important focus on employee engagement, seeking ideas in process simplification and encouraging professional opportunities for managers in order to address some trust issues between employees and management.	N/A
	CMP	The transfer of pension services to PWGSC has been scheduled, and employees will receive deployment letters in January for start dates in July. Given that the move is a transfer of services, no job losses are anticipated although employees at the AS-01 level will be offered positions at the CR-05 level with salary protection.	N/A
9. Round Table	UNDE FGDTLC-W	In response to concerns raised on the freeze on the term rollover policy, it was agreed that this question would be discussed at the Civilian HR Council in the New Year. ADM(HR-Civ) will update unions on the status of the freeze on term rollover once a decision has been made. The decision will be effective April 1, 2016.	ADM(HR-Civ) DL: 2016-03-31
	UNDE	In response to questions regarding the funding of the Apprenticeship and Operational Development Programs beyond 2017, ADM(HR-Civ) committed to providing unions with an update in the first week of January.	ADM(HR-Civ) DL: 2016-01-08
	Agriculture Union	Issues pertaining to payment delays and errors in the Pay Center's processing of employees' pay files were raised. It was clarified that DND has an emergency payment system to ensure that a payment can be made to employees on an emergency basis when there are problems with the processing of their pay by the Pay Centre. Issues relating to retirees will also be monitored.	

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9. Round Table (Cont'd)	Agriculture Union	A recently issued decision from the Federal Court of Appeal (2015 FAC 273) was circulated at the meeting. It was suggested that this decision may have impacts on the management of harassment complaints in the public service. As the Treasury Board of Canada Secretariat is responsible for the Harassment Prevention policy, any significant changes as a result of this decision will have to be implemented by them.	
	Agriculture Union FGDCA FGDTLC-E	A number of committee members expressed optimism on what can be accomplished collaboratively in respect of Mental Health and wellness initiatives.	
	PIPSC	Concerns surrounding the hiring of contractors in the Public Service were raised, and hopes that DND would focus on attracting more public servants to these types of position were expressed.	
10: Next meeting and closing remarks	Co-Chairs	<p>Mr. Isaacs commented on his hope to see the cultural change that has been mentioned by management, and indicated the need to work together to bring about positive change.</p> <p>Mr. Jones thanked the committee for the meaningful conversation and the dedication of members to creating a respectful workplace, and he indicated that he looks forward to future collaboration. Finally, Mr. Jones thanked Mr. Isaacs for his time as co-chair, and advised that the next meeting was scheduled for 3 June 2016.</p>	

Approved by:

John Forster
Deputy Minister
Co-Chair

Milt Isaacs
President, ACFO
Co-Chair