

**Union Management Consultation Committee (UMCC)
Record of Decision (ROD)**

DATE:	8 December 2016
TIME:	1330 - 1530
LOCATION:	National Defence Headquarters, 101 Col By, Conference Room "A", 13NT

Co-Chairs: Bill Jones, representing, John Forster, Deputy Minister
John MacLennan, National President, Union of National Defence Employees (UNDE)

Members: Bill Jones, Senior Associate Deputy Minister (Acting as Co-chair)
VAdm Mark Norman, Vice Chief of the Defence Staff
Patrick Finn, Assistant Deputy Minister (Materiel)
RAdm Gilles Couturier, representing Royal Canadian Navy
BGen Jennie Carignan, representing Canadian Army
BGen Scott Clancy, representing Royal Canadian Air Force
LGen Christine Whitecross, Chief of Military Personnel
Claude Rochette, Assistant Deputy Minister (Finance) / Chief Financial Officer
Jaime Pitfield, Assistant Deputy Minister, (Infrastructure and Environment)
Kin Choi, Assistant Deputy Minister (Human Resources-Civilian)
Len Bastien, Assistant Deputy Minister (Information Management)
Camille Boulet, representing Assistant Deputy Minister (Science and Technology)

Des Rogers, President, Federal Government Dockyard Trades and Labour Council (West) [FGDTLC-W]
Richard Cashin, President, Federal Government Dockyard Chargehands Association (FGDCA)
Jerry Ryan, President, Federal Government Dockyard Trades and Labour Council (East) [FGDTLC-E]
Mark Boucher, National President, Canadian Merchant Service Guild (CMSG)
Dany Richard, President, Association of Canadian Financial Officers (ACFO)
Jean-Marc Noël, President, Canadian Military College Faculty Association (CMCFA)
Stéphanie Rochon-Perras, representing Canadian Association of Professional Employees (CAPE)
Bob Kingston, National President, Public Service Alliance of Canada (PSAC), Agriculture Component

Regrets: Daniel Boulet, International Brotherhood of Electrical Workers, Local 2228 (IBEW)

Attendees: Gilles Moreau, Director General Workplace Management, ADM(HR-Civ)
Alexandra Auclair, Director Total Health Strategy, ADM(HR-Civ)
Debora MacAulay, A/ Director, National Civilian Compensation, ADM(HR-Civ)
John Park, Director Civilian Labour Relations, ADM(HR-Civ)
Janet Wong, Director General, Strategic Business Partner, ADM(HR-Civ)
Isabelle Desmartis, Director General, Policy Planning, ADM(Pol)
Doug Haferkamp, Defence Renewal Lead, VCDS
Carl Hageraats, Special advisor, DMO
Ann Stadinski, Senior HR Programs & Planning Manager, ADM(HR-Civ) for CA
Col Kevin Horgan, Commander, RP Ops, ADM(IE)
BGen Michael Rafter, Chief of Staff, VCDS
Jason Park, A/Director, General Safety, VCDS
Stan Dzick, 1st Vice-President, FGDTLC-W
Yves Fournier, 1st Vice-President, FGDTLC-E
Dave Thornhill, Vice-President, FGDCA
Fabian Murphy, 1st National Executive Vice-President, PSAC - Agriculture
June Winger, Executive Vice-President, UNDE
Peter Jozsa, Vice-President, DND National consultation team, PIPSC
Glen Schjerning, Representative, DND National consultation team, PIPSC
Lynn Mayes, Engineering sector representative, DND National consultation team
PIPSC

ITEMS	OPI	DECISION / ACTION	OPI(s) & Deadlines (DL)
1. Opening remarks	Co-Chairs	Co-chairs welcomed members.	N/A
2. Acceptance of previous minutes and agenda, and previous business	Union Co-Chair	The meeting agenda and minutes from the 3 June 2016 meeting were accepted.	N/A
3. Carling Campus Move	VCDS	<p>VCDS provided an update on the status of the move to Carling Campus. First phase has been postponed to January to allow time for the implementation of quality of life elements.</p> <p>ADM(HR-Civ) indicated the implementation of a Carling Campus move committee with unions whose members are impacted by the move.</p> <p>DCLR will provide information to the PIPSC representative.</p>	<p>ADM(HR-Civ) DL: TBD</p>
4. Phoenix update	ADM(HR-Civ)	<p>Ms. Debora MacAulay provided an update on the status of compensation services and actions that are being taken to support DND employees and PSPC. Information on year-end and T4 will be coming out shortly, particularly for employees in overpayment situations. Unions are encouraged to raise their questions/concerns through the existing process. In response, unions expressed their thanks for how ADM(HR-Civ) and the compensation team have been responsive to the challenges of Phoenix.</p> <p>ADM(HR-Civ) will ensure unions continue to receive any Phoenix related information as it is available.</p>	<p>ADM(HR-Civ) DL: Ongoing</p>

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5. Total Health Strategy	VDCS – ADM(HR-Civ)	<p>BGen Rafter provided an overview of the larger Total Health initiative as it relates to mental health.</p> <p>VCDS will provide regular updates as the initiative moves forward.</p> <p>Mr. Gilles Moreau provided a status update on the implementation of the Office of Disability Management. Mr. Moreau also informed the committee on the initiative to support DND employees on leave without pay with their Phoenix issues.</p> <p>L1s and Unions are encouraged to inform DGWM of cases of employees on leave without pay.</p>	VCDS DL: Ongoing
6. Staffing update	ADM(HR-Civ)	<p>Ms. Janet Wong provided an update on staffing as it relates staffing priorities and workforce rejuvenation.</p> <p>CMP will be providing statistics to PIPSC on staffing of Health Services employees.</p>	CMP DL: TBD
8. Defence Renewal Update	DRT	<p>Mr. Doug Haferkamp provided an overview of the accomplishments of the Defence Renewal Team in the third year of the initiative.</p> <p>ADM(Mat) will disclose to PIPSC statistics on 2nd level maintenance contracts. Contracting out will be identified as an agenda item at the next UMCC</p>	ADM(MAT) DL: TBD L1s DL: Ongoing
9. Defense Policy Review	DG Pol Plan	<p>Ms. Isabelle Desmartis informed the committee on the Defence policy review process. The outcome is still under Government's consideration.</p> <p>Unions will be informed in advance of public release, subject to the Minister's approval.</p>	DMO DL: TBD
10. L1 Reports	ADM(Mat)	<p>ADM(Mat) is currently hiring. Growth in student bridging and University graduate hiring for ENG and PG groups particularly.</p> <p>LSTL fire update: Employees are currently working out of 7 work locations, will be reduced to 5. Employees will be moving as required. Information will be communicated as it becomes available.</p>	N/A


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	CMP	<p>CMP is looking forward to the move to Carling Campus in January.</p> <p>Operation Honour: CMP is working with ADM(HR-Civ) and will want to brief the committee at a future UMCC.</p>	<p>CMP DL: Ongoing</p>
	ADM(HR-Civ)	<p>ADM(HR-Civ) is re-organizing itself with the implementation of the Strategic business partner model. HR-Civ is also working with other L1s to proactively engage with unions.</p>	N/A
	CA	<p>ARMY is staffing positions mostly in the Quebec and Prairies regions. The organization surpassed their objective for student bridging and will continue to grow.</p> <p>AODP: Most AODP have been transferred to ADM(IE). The program is funded until 17-18. Army is looking at other groups that could benefit from a developmental program.</p>	CA
	RCN	<p>NAVY emphasized the good work that has been done on both coasts and the good relations it has developed with unions.</p> <p>AODP: Money has been secured for the program. The program helps address some challenges such as the age of the workforce as well as hiring of specialized workforce.</p>	N/A
	ADM(IE)	<p>ADM(IE) increased its focus on environment. The organization is working with certain L1s to meet the target of 40% reduction of GHG emission and determine what ADM(IE), as functional authority, will be responsible for.</p> <p>Labour-Management relations are maturing at the local and national level. Currently working with HR-Civ on the staffing requirements. ADM(IE) believes AODP represents the future of the workforce.</p>	N/A

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	ADM(IM)	ADM(IM) organization is normalizing and stabilizing after creation of Shared Services Canada. Key initiatives include Defence renewal initiative, Carling campus IT experience and cyber security. Organization has grown. Employment Equity representation is positive. Training budget has increased. Contracting out: ADM(IM) will discuss with HR-Civ and PIPSC a strategy to reduce the use of contractors.	N/A
	RCAF	AIR is reviewing its structure. AODP: Central funding would be necessary.	N/A
	VCDS	VCDS have been hiring, mostly to support DGDS. Working at streamlining the security process to facilitate hiring. A Carling Campus Fair was held on 18 November 2016 to provide information to ease transition to Carling campus.	N/A
	ADM(Fin)/CFO	ADM(Fin) has transitioned to the CFO model and is now in a good position to attract and retain employees with the opportunity to work on big projects. ADM(Fin) is working on a database to support talent management for the FI community.	N/A
	ADM(S&T)	ADM(S&T) is working on renewing and building its capability.	N/A
12. Round Table	PSAC - Agriculture	Mr. Kingston requested an agreement in principle from the committee to go ahead with a pilot to change OSH base level committee to policy committee. Mr. Jones indicated the need to understand the roles and responsibilities of both committees prior to a decision being made. Further information is required from Unions regarding the details of the suggested approach. Discussions should be held prior to the next OSH committee in February.	Unions/VCDS DL: 01/03/2016
	UNDE	Mr. MacLennan brought up the importance of reinforcing the PSLREB decision on bargaining agent's access to the workplace.	N/A

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13: Next meeting and closing remarks	Co-Chairs	<p>Mr. MacLennan thanked and congratulated LGen Whitecross and Mr. Jaime Pitfield.</p> <p>Mr. Jones thanked everyone for what has been accomplished this year and encouraged continuing great communication in the next year.</p>	N/A

Approved by:


 John Forster
 Deputy Minister
 Co-Chair


 John MacLennan
 President, UNDE
 Co-Chair