

Union Management Consultation Committee (UMCC)

5 June 2015

Conference Room "B", 13ST
National Defence Headquarters, 101 Col By

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
LGen David Millar, Chief of the Military Personnel
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)
MGen John Madower, representing, Vice Chief of the Defence Staff
Cmdre Luc Cassivi, representing, Royal Canadian Navy
MGen Al Meinzingler, representing, Royal Canadian Air Force
Dale MacMillan, representing Assistant Deputy Minister (Finance)/Chief Financial Officer
Susan Harrison, representing Assistant Deputy Minister (Human Resources-Civilian)
Sandra Schneider, representing Assistant Deputy Minister (Science and Technology)

John MacLennan, National President, Union of National Defence Employees (UNDE)
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)
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
David Thornhill, representing President, Federal Government Dockyard Chargehands Association (FGDCA)
Huguette Chevrier, representing National Consultation Team, Professional Institute of the Public Service of the Canada (PIPSC)

ITEM 1: OPENING REMARKS

1. Mr. Forster introduced himself and welcomed the participants. He expressed his pleasure at having joined National Defence and elaborated on his appreciation to be working with all the Committee members.
2. Mr. Isaacs also welcomed the participants and noted he was looking forward to a productive meeting.

ITEM 2: ACCEPTANCE OF PREVIOUS MINUTES / ACCEPTANCE OF AGENDA

3. Mr. Isaacs asked for the Committee's acceptance of the meeting agenda and minutes from the 1 December 2014 meeting. Both were accepted.

ITEM 2 (continued): PREVIOUS BUSINESS

4. Mr. Forster reviewed the previous business arising from the 1 December 2014 meeting and advised all the actions had been completed.

ITEM 3: DEFENCE RENEWAL UPDATE

5. Mr. Forster introduced MGen Jay Milne, Defence Renewal (DR) Lead, to present the briefing on Defence Renewal. MGen Milne's presentation provided an overview of savings to date, major functional and business improvements, employee engagement, and a summary of the new ideas from 2014/15. He also remarked on the value of ideas from all parts of the Defence Team and recognized the value of transparency and communications.
6. A discussion followed during which Mr. Isaacs commented on the importance of having a dialogue to find efficiencies and to find ones that would not result in reductions. MGen Milne explained that the objective of DR was to find sensible savings and to focus on efficiency, effectiveness, and cost avoidance.
7. Mr. Ryan requested to be brought up to speed on the FMF Cape Scott issue as a result of the transition of Union Presidents. MGen Milne reported that the DRT would be in Halifax the following week. Mr. Ryan was welcome to attend the meetings scheduled with shop stewards.

ITEM 4: FINANCIAL SITUATION BRIEF

8. Mr. Forster introduced Ms. Dale MacMillan, Director General Financial Operations, to present the Financial Situation Brief. Ms. MacMillan's presentation included an overview of Budget 2015's major themes, the Defence specific items, items affecting Defence and Security, as well as anti-terrorism initiatives. Mr. Forster highlighted the increases, noting that they remained a few years away. He also emphasized that the Budget did not include an operating freeze for departments.

ITEM 6: COLLECTIVE BARGAINING ISSUES

9. Mr. Isaacs asked Mr. Kingston to initiate a discussion on collective bargaining issues. Mr. Kingston advised that in some workplaces, activities that did not relate to collective bargaining or expressions of a partisan interest were being prevented. He observed that this caused tension between their membership and management and commented that other unions were experiencing similar issues. Mrs. Harrison advised that from a corporate perspective, non-partisan messages and messages that did not relate to collective bargaining were not prohibited. She also advised that this had been communicated to the regional human resources. Finally, Mrs. Harrison explained that these situations may not have been brought to the attention of the headquarters human resources and suggested that the bargaining agent members could contact her office should similar issues arise.

10. Mr. Isaacs elaborated on similar concerns with participation in the ACFO Funding Democracy Summit. He expressed a concern that there may be a misconception that the Summit was not non-partisan. Ms. MacMillan advised that the lower than expected participation rates from the DND FI community could be due to the June timing of the Summit. Mr. Isaacs thanked the Committee for the discussion on participation at Summit.

ITEM 7: UPDATE ON THE CARLING CAMPUS MOVE

11. MGen Madower provided an update on the Carling Campus Move. He advised that work continued on the cultural shift, Workplace 2.0, transportation, parking, and the status of 101 Colonel By Drive. MGen Madower advised that Phase One had been postponed from December 2015 to late 2016. He noted the postponement was a result of several factors related to contract award, design and building maintenance. MGen Madower further advised that the planned completion timeline for the move remained 2019. Finally, MGen Madower advised that a decision as to the future of the General Pearkes building had not yet been made.

12. A discussion ensued, during which several points were raised by the unions. Mr. Thornhill suggested an onsite day care facility, and Mr. Rogers asked about shuttle service to the new location. LGen Millar advised that the organization was seeking to expand the existing shuttle capacity. MGen Madower advised he would take the comments back to the team.

ITEM 8: UPDATE ON SECURITY

13. MGen Madower provided an update on Security. He advised that the Senior Security Advisory Committee (SSAC) had been re-established and would provide strategic direction and leadership related to security practices and risk management across the DND and CAF. He also elaborated on the recent security awareness activities; including the mandatory on-line Security Awareness Training Course, DND/CAF wide security awareness activities in support of the Government of Canada Security Awareness Week, the issuance of Guidance on Social Media and other Internet Communications, development of an Awareness Training Package on individual vigilance, the launch of the VIGILENTIA newsletter, and that a review was underway of the DND/CAF travel security program.

ITEM 9: LEVEL 1 REPORTS

14. CMP: LGen Millar noted the focus on the results of the Public Service Employee Survey (PSES) and highlighted the priorities for follow-up, including; workload management, communications, and feedback. LGen Millar mentioned that the same follow up priorities were highlighted from military members. Finally, LGen Millar confirmed that employees would be asked to provide input on improvements in these areas.
15. ADM(S&T): Ms. Schneider had no issues to raise.
16. ADM(Mat): Mr. Finn commented on the Mat Group's focus on the PSES results, noting that there were areas of success and areas for improvement. He then commented on several recently approved projects. Finally, Mr. Finn advised that Mat had met their DRAP targets, and the group was now creating staffing pools and deployment opportunities.
17. Assoc DM: Mr. Turner had no issues to raise.
18. ADM(PA): Mr. Stewart, as the DND/CAF PSES Champion, advised that that all L1s had received their PSES results and that action plans were expected to be submitted by late November. Mr. Stewart then confirmed that Blueprint 2020 remained a priority for the Clerk of the Privy Council. Lastly, he remarked that Treasury Board of Canada Secretariat (TBS) continued work on the Red Tape Reduction Action Plan.
19. ADM(Fin)/CFO: Ms. MacMillan advised ADM(Fin)/CFO would be reviewing the organization against the Government of Canada's CFO model, adding that a contract would be put in place for the review. Ms. MacMillan also recognized that Fin/CFO was working to strengthen relationships with L1s and to increase support for comptrollers across DND.
20. Mr. Isaacs inquired into the generic FI work descriptions ACFO had received for review. Ms. MacMillan advised that work on reviewing the work descriptions should continue; however, she noted things would evolve over time.
21. VCDS: MGen Madower had no issues to raise.
22. Senior Assoc DM: Mr. Jones had no issues to raise.
23. RCAF: MGen Meinzinger had no issues to raise.
24. ADM(IM): Mr. Bastien commented that the IM group was busy with activities relating to the Defence Resource Management Information System (DRMIS), cyber and IT security, as well as planning and analysis around the Chief Information Officer (CIO) model. He also commented that the IM group needed to normalize and stabilize. Mr. Bastien reported that the group would be rightsizing through the use of existing and new staffing pools. Finally, he advised the group had 213 active staffing processes.

25. ADM(IE): Mr. Pitfield remarked that it had been two years since the centralization of real property and that the group was working towards roles and responsibilities within IE and for partners, as well as service standards. Finally, he provided an update on the project in the British Columbia Region where IE had taken over responsibilities for the infrastructure operations of the Army, Navy, and Air Force. He added that the process for identifying gaps would begin in February/March 2016. Finally, Mr. Pitfield advised that IE was continuing to staff vacant positions.

26. RCN: Cmdre Cassivi advised that the Navy's initiatives with IM and IE had gone well to date. He also indicated that the Navy was normalizing their workforce and continued to rebalance. LCDre Cassivi also indicated that management in the Navy was working on their PSES action plan to address the priorities for follow-up.

27. CA: LGen Hainse advised that the Army had approximately 600 vacant positions. He also noted an increase in staffing activity should occur in the next 12-24 months.

28. ADM(HR-Civ): Mrs. Harrison commented on the high demand for staffing actions, and the HR-Civ group was creating a plan to fill the gap and backlogs in staffing and classification. She advised that HR-Civ was establishing staffing options in support of the move to the Carling Campus, which included an internal DND job sway initiative and deployment pools which would be both internal and external to DND. Mrs. Harrison confirmed that the final staffing decision would rest with the delegated manager. Mrs. Harrison also noted that a demonstration of the tool would take place at the UMCC Human Resources Sub-Committee (UMCC HR Sub) scheduled for September.

29. Mr. Rogers asked about the review of the freeze on term rollovers. Mr. Jeremy Sales, A/ADM(HR-Civ) advised that a recommendation would be made to the Deputy Minister in the coming months.

ITEM 10: ROUND TABLE

30. PIPSC: Ms. Chevrier had no issues to raise.

31. FGD TLC-E: Mr. Ryan had no issues to raise.

32. FGD TLC-W: Mr. Rogers welcomed Mr. Forster to the Department.

33. CMSG: Mr. Boucher had no issues to raise.

34. CMFCA: Mr. Noel had no issues to raise.

35. FGDC A: Mr. Thornhill had no issues to raise.

36. Agriculture Union: Mr. Kingston advised that the first meeting of the TBS task force on mental health has been scheduled. He requested that DND/CAF act as a resource for the task force. He observed on the variety of mental health tools available within the Department.

37. UNDE: Mr. MacLennan asked about the renewal of funding for the apprenticeship program. Mr. Sales advised the current funding continued until 2017 and that renewal would be sought in advance of that date to ensure continuity.

38. Mr. MacLennan also commented on a bomb threat that had occurred at a Base. He observed on the lack of communication on the threat and requested unions to be advised in order to respond to queries from their members. Mr. Kingston noted that Employment and Social Development Canada (ESDC) provides protocols for bomb threats.

39. Finally, Mr. MacLennan commented on the number of essential services designations within DND, noting that the Union did not feel all these positions dealt with national safety or security. He noted that if these positions became subject to workforce adjustment (WFA), the union would inquire how positions that were designated essential could be subject to WFA.

ITEM 10: NEXT MEETING AND CLOSING REMARKS

40. Mr. Isaacs commented on the strong labour-management relationship at DND. He also recognized both awards Mr. Rochette had won in Canada and the United Kingdom, observing how this demonstrated the high caliber of work within the Department. Finally, Mr. Isaacs announced this would be his last meeting as the Union Co-Chair.

41. Mr. Forster commented on the meeting's meaningful discussions and remarked on the importance of collaboration to build upon the strong labour-management relationship at DND. Finally, Mr. Forster advised the next meeting would be held on 3 December 2015 and a reminder would be sent out closer to the date.

Approved by:



John Forster
Deputy Minister
Co-Chair

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Milt Isaacs
President, ACFO
Co-Chair