

**MINUTES OF THE  
MAY 31, 2004 MEETING  
UNION MANAGEMENT CONSULTATION COMMITTEE (UMCC)  
CONFERENCE ROOM A, NATIONAL DEFENCE HEADQUARTERS (NDHQ)**

- Co-Chairs: Mme. H. Gosselin, acting Deputy Minister  
Mr. H. Price, President, Federal Government Dockyard Trades and Labour Council (West)
- Members: BGen. D.W. Langton, representing Vice Chief of the Defence Staff  
Col. W. Semianiw, representing, Assistant Deputy Minister (Human Resources - Military)  
Mr. A. S. Williams, Assistant Deputy Minister (Materiel)  
Cmdre J.R. Sylvester, representing, Chief Maritime Staff  
MGen A.B. Leslie, representing, Chief Land Staff  
BGen. B. Cairns, representing, Chief Air Staff  
Mr. R.G. Monette, Assistant Deputy Minister (Finance and Corporate Services)  
Ms. K. Ellis, Assistant Deputy Minister (Infrastructure and Environment)  
Ms. S. Siegel, Assistant Deputy Minister (Human Resources - Civilian)  
Mr. D. Ross, Assistant Deputy Minister (Information Management)  
Dr. L.J. Leggat, Assistant Deputy Minister (Science & Technology)  
Mr. J. MacLennan, National President, Union of National Defence Employees  
Mr. D. Burns, Vice President, Professional Institute of the Public Service of Canada (PIPSC)  
Mr. D. Reid, President, Federal Government Dockyard Trades and Labour Council (East)  
Mr. W. Courtney, President, Federal Government Dockyard Chargehands Association  
Mr. M. Hosking, President, Association of Canadian Financial Officers (ACFO)  
Dr. P. Dunnett, Vice President, Canadian Military College Faculty Association  
Mr. Y. Ducharme, National President, Agriculture Component  
Mr. J. Lachance, representing, International Brotherhood of Electrical Workers, Local 2228

## **OPENING REMARKS**

1. Mme. Gosselin opened the meeting, welcomed the members, and introduced the new members of the management team.
2. Mr. Price welcomed the group and introduced the new union representatives and guests attending the meeting. Mr. Price indicated that there are some unilingual members in the group and requested verbal translation of discussions for their benefit. Mme. Gosselin advised that she would provide translation to English or French as required by members of the committee.

## **ACCEPTANCE OF PREVIOUS MINUTES AND AGENDA**

3. The minutes of the September 15, 2003 meeting were accepted. The agenda was accepted as presented.

## **NATIONAL JOINT COUNCIL**

4. Mr. Dan Butler, General Secretary of the National Joint Council (NJC) expressed his gratitude to the DND for its efforts in collaborative work with the unions. He also expressed thanks to Ms. McCusker for her contribution to the development of a co-development process.
5. Mr. Butler proceeded to give a presentation about the NJC. He emphasized that the NJC process depends on voluntary participation. Some of the key issues that were presented included:
  - Pilot project to be done in the fall of 2004 to test a methodology for gathering compensation statistics. Statistics Canada will be providing the methodological support.
  - The Public Service Health Care Plan is currently in process of being re-negotiated.
  - NJC Directives and Products are jointly developed and most become part of collective agreements
  - The National Labour Relations Seminar will be held in September 2004
6. Mr. Monette asked about the membership of the Executive Committee of NJC. Mr Butler replied that there were 3 Employer representatives, Brent DiBartolo, Rick Burton and Richard Watkins; and 3 Bargaining Agent representatives, Paul Morse, Nicole Turmel and Michelle Demers. The members of the UMCC were also advised that though non-member organizations (e.g., CCRA) are not required to follow the spirit of the NJC directives some are starting to as a result of a need/desire for a corporate approach.
7. Mr. Price expressed thanks and strong support for the work undertaken by the NJC.

## **FINANCIAL UPDATE**

8. BGen Langton presented an update on the current financial situation facing DND/CF. With regard to SWE there is a wage cap based on last year's SWE expenditures. Until the situation is clarified, as an interim measure, the department is initiating a temporary staffing freeze. The department will not be asking people to do more with less which means there could be work that we will not be able to do.

9. BGen Langton advised that the department's key focus is on maintaining/ensuring safety and security, supporting CF operations, and respecting the collective agreements and legislation. Mr. Price asked that the department use caution when dealing with the term employees specifically those that are close to the three-year mark. He also indicated that there is an ongoing requirement for terms and casuals at the FMFs due to the nature of the work. BGen Langton replied that the department is doing an assessment and review of all term and casual positions. He also advised that a review of each level one is being completed and an update will be provided, as new information is available. In addition, a complete action plan to deal with the current financial situation will be made available to the committee, once it is completed.

10. Mme Gosselin advised that the department is seeking an exemption from Treasury Board. She also indicated that, on the positive side, the department received new resources from the last two budgets, so she is optimistic that we will find a solution to the current situation. Mme Gosselin also advised that the department might have to do some reallocation of SWE expenditure authority across L1s to address the most pressing personnel issues; it will be done in a responsible manner.

## **CO-DEVELOPMENT FRAMEWORK**

11. Ms. McCusker asked the UMCC to adopt the proposed co-development framework. Ms. Chamberlain advised that in the proposed framework, they were able to address all of the items/issues raised by union members. Ms. Chamberlain expressed her support for the framework and echoed with confidence her support for its adoption.

12. Mr. Price and Mme Gosselin thanked the sub-committee for their work on the framework and proceeded to sign the co-development framework.

## **ROUND TABLE**

13. Mr. Reid expressed concerns regarding the labour/management relations in Cape Scott. Mr. Courtney also expressed his concern. Cmdre Sylvester offered to discuss the issues directly with the unions.

14. Mr. Ducharme stated his concerns about the spirit of cooperation (labour/management relations) at the Language School at St. Jean Sur Richelieu. *(Secretarial note: ADM HR-Mil is addressing this issue)*

15. Mr. Williams encouraged everyone to communicate their concerns in a timely manner to ensure that they are resolved as early as possible. He then provided an update on the status of the MASOP initiative, after its first year. Union, management, and employees had developed

savings targets over the three years of the project. He was very pleased to announce that the first year's target had been achieved and surpassed. Mr. Williams expressed thanks to the unions, the environments, managers and employees for their support and efforts.

16. Mr. Price echoed Mr. Williams's comments. Mr. Reid stated that there is still some apprehension about MASOP, on the east coast.

17. Mr. Monette asked if the unions were still receiving regular briefings from Treasury Board Secretariat. Mr. Price advised that the Treasury Board Secretariat officials were providing briefings to the unions, primarily on HR Modernization issues.

18. Mr. McLennan raised four issues:

- The first dealt with “contracting creep”, specifically he was concerned about PSP employees doing public service work (e.g., kitchen services, cleaning, grass cutting). He advised that the issue had been tabled at local LMRCs and expressed the hope that it would be resolved locally. (*Secretarial note: ADM HR-Mil is addressing this issue*)
- He asked about the status of the business case and Treasury Board submission for early retirement for firefighters. Ms. McCusker advised the business case has gone to Treasury Board for comments/feedback.
- The next issue dealt with union representation on the departmental EE Advisory Groups. UNDE would like to appoint representatives to them. Ms. Siegel reiterated that participation on advisory groups is open to any employee in the department; the employee is attending as an individual not as a representative of a specific group. The committees are voluntary and they do not replace the union EE advisor's role.
- He advised that UNDE was pleased with the progress of MASOP to date.

19. Mr. Hosking advised the committee that the Association of Public Service Financial Administrators had applied to the PSSRB for a change to its name. The new name, if approved would be the “Association of Canadian Financial Officers”. Mr. Hosking also indicated that he is pleased with the appointment of Mr. Monette.

20. Mr. Leggat expressed satisfaction with the effectiveness of the UMCC group and how he had seen many positive changes in the organization over the past number of years. He expressed desire to continue frank and collegial discussions through upcoming challenges/changes.

21. Mr. Burns was very optimistic about working with this group as he had recently been asked by the President of PIPSC to take on the responsibility for consultation with the department. He indicated that he was pleased with the experience so far.

22. Mr. Price advised that the Dockyard Trades and Labour on the west coast had ratified their collective agreement and hoped to sign it in July.

## **CLOSING REMARKS**

23. The A/DM thanked everyone for attending the meeting.

H. Gosselin  
Co-Chair

H. Price  
Co-Chair