

Minutes of Preliminary Consultations with the DND Bargaining Agents
Regarding the Business Resumption
7 May 2020

COS (Mat) opened the telecom at 1330 hrs.

Opening statement to the participants effectively provided an introduction to the BRP in order to expose the members to the draft product and to outline Mat Group thinking. COS (Mat) advised that the intent was to solicit support/feedback on the Groups approach.

COS (Mat) highlighted that the Mat Group Business Resumption Plan was entirely focused on enabling an increase in productivity rather than where a person is doing the work.

COS (Mat) received concurrence from all participant to just go over the 3 themes rather than a full line for line review of the document. The following 3 themes were discussed:

Theme 1 – Prioritization

The BRP document lays out Mat Group priorities. These priorities are informed by an assessment of COVID-19 impacts and CAF needs. The document recognizes that the Mat Group represents over 5500 people spread across the country, regions and provinces which are all experiencing the effects of the pandemic in very different ways.

Priority 1: Preserve Health and Safety of the member of the Defence Team

Priority 2: Continue support to deployed and contingency operations. Which currently include 24,000 CAF personnel designated to support domestic operations. Examples include:

- a. OP LASER: Long Term Care facility assistance and Search and Rescue
- b. OP LENTUS: Floods and Fires

Priority 3: Resumption of maintenance and repair and overhaul of fleets. Many of which have seen dramatically reduced usage rates over the last 2 months and need to be maintained before they are put back into service.

Priority 4: Resume SSE activities that are either under contract or soon to be in contract.

These priorities are not sequential and the intent is to progress each where/when possible. Progress will depend on Region or Province restrictions and the ability of the Defence industry to support.

Participants Comments:

Des Rogers: agreed that we need to look at what the regions and provinces are doing. BRP is on track

Adam Gray: good laid out plan, likes what he sees in the draft

Mona Simcoe: need to follow health authority guidance and need to be safe

Francis Vaillancourt: likes the planning assumptions, hopes 699 leaves remains in place

Theme 2 – The Plan

The plan is intended to produce a framework and to provide a left and right of arc that individual Divisions within ADM (Mat) can work within. The Plan recognizes that different parts of the country will be under different restrictions, recognize that Defence Team and Defence Industry mobility is a consideration, and gives the L2s an ability to shape their BRP so as to align with the priorities as laid out. The concept of Triggers / Branch Plans / Off-Ramps was explained and examples were provided.

Participants Comments:

Des Rogers: our members are affected by maintenance to fleets. Plan in place to ensure directional flow which has to be set up ahead of time. No objections – very good job

Adam Gray: he likes the structure of para 2 – it's adaptable to change, concern on travel in and out of provinces

Mona Simcoe: need to flow through the plan

Francis Vaillancourt: agrees with Adam, but happy with the plan, he noted he can call Keri-Lee anytime there's an issue she always answers. Need to extend travel to account for timelines and delays with PHM during travel

Theme 3 - PHM

ADM (Mat) is not the author of the PHM but ADM (Mat) recognizes that it is an essential component to the BRP and that it must be layered into all priorities and activities. The DND CAF joint directive on PHM and PPE was referenced (Signed version 1 May 20).

COS (Mat) reiterated the ADM (Mat) BRP approach in that it is not about bringing folks back to the workplace. Instead, it is about improving productivity and enabling remote work where that is possible. COS (Mat) then explained the basics of the PHM policy and how it would be adhered to for those who would return to the workplace.

Participants Comments:

Des Rogers: You have it well in hand – we have stringent policy in place at bases, all visitors will wear PPE including contractors

Adam Gray: same as Des, likes the initial allocation of NMM hopes it is done at local units and not at NPB

Mona Simcoe: H&S Committee engaged is good for info sharing.

Francis Vaillancourt: Washroom signs and building cleaning with other departments discussed

Meeting adjourned at 1425 hrs.