



12 July 2019

Dr. Jean-Marc Noël
President
Canadian Military Colleges Faculty Association
120 Clarence Street, P.O. Box 577
Kingston, Ontario, K7K 7B4

COLLECTIVE BARGAINING

Dear Dr. Noël:

I am extremely encouraged to be conducting collective bargaining once again with the Canadian Military Colleges Faculty Association (CMCFA). My understanding from our initial engagement is that the CMCFA would like to expedite the process. The Treasury Board of Canada Secretariat (TBS) has asked for a formal commitment from the Royal Military College of Canada (RMC) regarding the Memoranda and Letters of Understanding (MOUs/LOUs) listed in my letter dated 30 October 2015, as this round of bargaining would now preclude in-depth discussions regarding some of the MOUs/LOUs. The purpose of this letter, therefore, is to confirm that the RMC is prepared to honour some of the MOUs/LOUs listed in my letter dated 30 October 2015, in order to continue the current round of bargaining for the collective agreement that expired on 30 June 2018.

As such, with your concurrence, this letter serves as our written commitment that all discussions and proposals to address the content of the following MOUs/LOUs will be postponed to the next round of bargaining:

1. UT Annual Evaluation in the Three Years prior to a Scheduled Retirement, dated 1 July 2007;
2. Letter regarding Article 13.08 of the Collective Agreement, dated 27 June 2008;
3. Scheduled duties – UT Group, dated 6 December 2005;
4. Bereavement Leave, dated 12 December 2005; and
5. Letter regarding quotas for performance ratings, dated 27 June 2008 (in accordance with the TBS Salary Administration Plan and in consultation with the CMCFA).

The MOUs/LOUs listed previously will be maintained in force until expiry of the collective agreement in 2022. The remaining MOUs/LOUs listed in my letter dated 30 October 2015 are deemed to be of no force and effect.

I recognize that equitable faculty workload is a concern for the CMCFA. On behalf of an organization that is committed to evidence-based decision making, I commit, over the course of the next two years, to study teaching-load distribution of our faculty and review our policies and practice in that regard. Workload assignment remains the employer's prerogative; however, I will form a joint committee, composed of equal numbers of management and CMCFA representatives, to examine teaching-load distribution, including its overlap with research and service in its full complexity within the colleges as well as how we compare to other similar institutions. Management and the CMCFA will work together to formulate the Terms of Reference of the committee. The committee will engage the broader faculty in the execution of the study itself and may leverage external expertise as required. Upon completion, the results of the study will be shared with the Association and the faculty. This is not a decision-making committee and it is not a commitment to increase resources. However, it is anticipated that the study will inform management; any teaching-load equity issues jointly agreed upon by the committee will be addressed.

It is understood that this letter does not modify the collective agreement, including but not limited to Articles 5, 6, 7, 8, and 13, which address topics of academic freedom; management rights; other rights, responsibilities, and privileges; past practices; and distribution of teaching workload. In case of inconsistency between this letter and the collective agreement, the latter shall prevail.

I look forward to continuing collective bargaining with the CMCFA and to positive results.

Yours sincerely,



Dr. H.C. Kowal
Principal

CC. Brigadier-General Sébastien Bouchard, Commandant of the Royal Military College of Canada
Daniel Cyr and Allison Shatford, Chief Human Resources Office - Treasury Board of Canada Secretariat
Camille Jolicoeur, Director Civilian Labour Relations - Assistant Deputy Minister (Human Resources – Civilian)