

1 Canadian Air Division Headquarters  
Box 17000 Stn Forces  
Winnipeg MB R3J 3Y5

6007-4 (3999) (A1 CHR Admin)

May 2006

MINUTES OF THE 18<sup>TH</sup> MEETING OF THE  
1 CANADIAN AIR DIVISION UNION  
MANAGEMENT CONSULTATION COMMITTEE  
WINNIPEG MANITOBA 25 MAY 2006

Co-Chairs: BGen W.J. Neumann, DComd FG  
Mr. B. Molsberry, UNDE VP (Man/Sask)

Secretary: Mrs. B.G. Hebert, A1 CHRM

Members: Col J.R. Harwood, A1  
Col R. Baker, A4 AE – Absent  
LCol K. Horgan, Alt  
LCol G.M. Reid, A5  
LCol J.J.P. Lessard, 1 Cdn Air Div Compt – Absent  
Maj C.D. Boudreau, 1 Cdn Air Div Compt – Alt  
Mr. P. Turcq, UNDE VP (Quebec) (via VTC)  
Mr. J.P. Lachance, IBEW Rep (via VTC)  
Mr. D.G. Luesby, PIPSC Rep – Absent  
Mr. D.L.S. Edwards, Alt  
Mr. S. Chamberlain, AFCO Rep – Absent

Ex officio Members: Mrs. T. Murray, DCHRSC (Prairies) – Absent  
Mrs. B. Stouffer, SC Liaison Officer (Air)

Observers: BGen E.G. Cloutier, DG Air Pers (via VTC)  
Mrs. M.L. Bergeron, D Air CMS – Absent  
Mrs. J.L. Howell-Barnett, Alt (via VTC)

Recording Secty: Mrs. C.L. Laferriere, A1 CHR Administrator

DISCUSSION

ACTION

INTRODUCTION

1. Opening Remarks – The UNDE Co-chair opened the meeting at 8:45 and advised that DComd FG had a previous commitment but will be

joining us shortly. The members were welcomed and introduced themselves. DG Air Pers presented an update on CF Transformation, explaining that the new Commands are refining their structures and that by Summer 06, the AF will have contributed 120 military members to these organizations. He also noted that the structural changes associated with AF Transformation have to-date had no impact on the civilian population.

## OLD BUSINESS

2a. Civilian SWE – A5 advised that an action plan is in progress to address civilian SWE. Information will be sought from the Wings over the summer in order to confirm/adjust SWE baseline, while maintaining the 5% conversion ceiling. No critical shortages that would impact on operations or necessitate WFA have been identified for 2006/07. UNDE VP (MB/SK) noted that there are four key issues related to civilian SWE of concern to UNDE, stemming from a number of Wgs including 8,14, and 17. First, UNDE holds that the number of civ employees is lower and therefore more work is being done by the remaining membership. Second, there is a union perception that more work that was formerly in-house is now going out to contract. Third, it is UNDE's contention that wings are independently identifying the need for additional SWE. Fourth, changes to staffing legislation regarding the 90-day limit on casual employment may mean that managers will prefer to contract out rather than use the staffing process because of the time required to action PS staffing (see also New Business, item 3). DG Air Pers noted that the 5% conversion restriction was sound, and that there is a process in place to fund new activities requiring additional SWE, since Wings are not expected to stay within their allocations when assigned new taskings.

A5

2b. Military and Civilian HR Plans – A1 reported that the HR profile for Reg F and Res F is the foundation for the integrated HR Plan. They look to the civ template as a development model. The preparation of a plan is ongoing work. UNDE VP (MB/SK) inquired as to when the L2 Civilian HR plans would be shared with unions. SC Liaison Officer (Air) stated that the Director General of Employment Strategies and Programs was working with L1s on a guidance document regarding how to communicate the concepts/strategies within the plans. Air Command is awaiting guidance from ADM HR Civ. The L1 plan is on the web however the L2 plan is not at this time.

Closed

2c. 2006/07 Apprenticeship Funding – A1 CHRM advised that the apprenticeship allocation decisions were to take place at a meeting 31 May 06 and results will be shared secretarially.

Closed

2d. PIPSC Concerns re. CS Study – Alt PIPSC Rep shared the status of negotiations. On the 27-28 May a conciliation board meets. PIPSC members will participate in rallies beginning 26 May. CS's will be in legal position to go on strike approximately mid-June. UNDE VP MB/SK indicated that we should expect that where hostile picket lines were in place UNDE employees would be requesting escorts in order to cross. Closed

2e. Local LMRC's – A1 CHRM indicated that the state of involvement of all locations as hosts or participants in local-level LMRCs was assessed and guidance was provided. Two locations have been advised that setting up independent LMRC's would be beneficial. (1 Cdn Air Div Hq and ATESS). Closed

### NEW BUSINESS

3. Union Concerns re. PSMA Implementation – UNDE VP (MB/SK) expressed the opinion that managers are reticent to go through the staffing process and this has a negative effect on the civilian workforce. There are vacant positions, and thus workers doing more than one job. IBEW Rep posited that L1s believe PSMA will solve hiring problems, however unions do not agree. IBEW Rep expressed concern that a recent increase in staffing actions was solely due to the expiration of eligibility lists in June. Closed

4. UNDE Concerns re. DCC – UNDE VP (MB/SK) felt that any issues regarding services using DCC are being dealt with locally, however, they would like to ensure L2 support for keeping DCC contracts at arms' length. A4 AE FG stated that planned infrastructure funding increases may allow for \$3.2M to be converted from O&M to temporary SWE over the next two years, while permanent adjustments are determined. DG Air Pers cautioned that employment commitments should be made with the awareness that redistribution may ultimately result in a decrease of funding for minor construction and repairs. Closed

5. Essential Services Agreements – UNDE VP (MB/SK) informed the committee that the new departmental policy is still pending. UNDE VP (MB/SK) suggested that the Air Div consider holding briefings with Wg LMRCs as early as possible to discuss their role in defining essential services. Closed

6. Update on AFSC – Msn Sp Coord Dir presented an update on AFSC, noting that an MIP was recently approved by the Comd, Air Div. UNDE VP MB/SK's concern was for the effect on the civilian employees. Msn Sp Coord Dir indicated that there is a potential for growth in employment and funding will be provided to hire Closed

replacements to support the positions where the military members have been pulled out.

7. Health & Safety – Director AFS Ctr presented a report on the status of Wg health and safety committees, whom is represented and the number of meetings held annually as well as the number of unresolved issues. UNDE VP (MB/SK) would like to see commentary on how long outstanding issues have remained unresolved. The Director of AFS Ctr indicated that this not normally monitored at the Air Div level, as it is the responsibility of a national-level committee. UNDE VP (MB/SK) indicated that UNDE decided that Health and Safety should be brought to this UMCC for discussion, and the co-chairs agreed to determine whether it should become a standing item, and what information would be required in a report.

DComFG/UNDE  
VP (MB/SK)

Director of AFS Ctr also presented information regarding Safety Footwear, including the DND Policy. It was deemed that Air Command did not require a separate policy and that reimbursement issues would be dealt with on a “case by case” basis. UNDE VP (MB/SK) stated that it is reimbursement is longer based on a dollar value figure but rather that a specific need and supplier are identified with the cost entirely covered.

8. Sharing of Business Plans UNDE VP (MB/SK) expressed that this request was for information sharing only, and DComd FG suggested that access to the end product on the web should not pose a problem. A5 confirmed that most Wgs/DRUs post their L3 BPs on the intranet, as is the case for the L2 BP. Since these documents are in the public domain, access to other L3 BPs should not be an issue for the unions. DComd FG and A5 agreed that in the interest of maintaining healthy workplace dialogue, Wgs/DRUs would be encouraged to communicate their business planning priorities and intentions with relevant stakeholders. The Air Div 2007/08 BP guidance to the Wgs/DRUs will include a statement to this effect.

A5

#### STANDING ITEMS

9. Budget Overview – 1 Cdn Air Div Dep Compt tabled a SWE report effective 19 May 06. As agreed in Jan 06, a standardized report and template was distributed to the wings, and UNDE VP (MB/SK) indicated that he has received very positive response regarding the new template.

1 Cdn Air Div  
Compt

10. EAP - A report was tabled. A1 CHRM noted that 5 new RA’s have been trained and 4 RA’s have resigned or retired. 6 RA’s are awaiting chairperson training which is scheduled to take place this fall. Visit

A1 CHRM

statistics reflect that work related, family and mental emotional health problems are the top reasons employees visit RA's. Also the annual report was tabled reporting 263 client visits during 05/06. Air Division usage shows the same trends as those for DND. UNDE VP (MB/SK) expressed that this joint program works towards a healthy workplace and is aware that the transition in the workplace will mean transition in EAP as well. A1 CHRM enquired as to whether the union is open to other delivery modes like that of Canadian Border Services, which combines professional counselling staff and volunteers. UNDE VP (MB/SK) and UNDE VP (Quebec) indicated that 1-800 numbers would not be considered as there is much resistance and they are not successful. UNDE VP (MB/SK) indicated that the CBS model had never been brought to the table and if it were presented it would be investigated further.

11. Employment Equity A1 CHRM noted that the tabled report was submitted to the level 1's as 1 Cdn Air Div annual EE program/activity report for 05/06. The report indicates the sensitization initiatives, training opportunities and the utilization of the headstart program by the wings. UNDE VP (MB/SK) noted that there is \$350M available from OGDs for aboriginal apprenticeships and queried whether funding from outside the budget was being considered. A1 CHRM will explore further.

A1 CHRM

12. Personnel Numbers Mil and Civ

A1 CHRM

- a. The civilian population report – was tabled and shows 2151 employees as of April 2006.
- b. The military population report – was tabled and is provided on an annual basis.
- c. The deployment report – was tabled in a new format reflecting overall activity by location rather than by operation. UNDE VP (MB/SK) stated that he has been following the deployment numbers for 5 years with the view of what should be civilianized. There is an interest in knowing what type of MOC's are deployed. I.e. Transport, food services etc. DComd FG indicated that this will be reviewed further.

13. Employee Recourse – SC Liaison Officer (Air) tabled the following reports and provided a brief overview on each:

SC Liaison  
Officer (Air)

- a. Staff Relations Grievances – The number of labour relations grievances has steadily dropped across the Air Force in the past four years with the exception of last fiscal year. Employment conditions and pay and allowances continue to be the major areas of concern.

b. Classification Grievances – Classification grievances are on the rise with 53 reported for last fiscal year, which is an 83% increase from 04/05. The majority fall within the GL & T occupations.

c. Staffing appeals/complaints - Thirteen appeals/complaints were logged last FY. Five were withdrawn, three were mediated, one was dismissed, one was upheld and three remain outstanding

UNDE VP (MB/SK) stated that there would probably be an increase in classification complaints over the next year, related to internal relativity. SC Liaison Officer (Air) indicated that generic work descriptions may help alleviate this concern

ROUND TABLE DISCUSSION AND CLOSING REMARKS

14. UNDE VP (QUEBEC), BGen Neumann, and UNDE VP (MB/SK) all thanked BGen Cloutier for his participation and wished him well in his new career.

15. UNDE VP (MB/SK) noted that the 40<sup>th</sup> anniversary of UNDE was being celebrated across the country. A video is being produced about the GL & T employees, with filming in Winnipeg and Trenton. It will tie in the theme of the 40<sup>th</sup> anniversary and apprenticeship. UNDE VP (MB/SK) will provide a screening at the next meeting.

16. The meeting was adjourned at 11:10. The date of the next meeting is to be determined, likely late October or early November.

DComd  
FG/UNDE VP  
(MB/SK)

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Mrs. Brenda Hebert  
Secretary

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BGen WJ Neumann  
Co-chairperson

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Mr. Brian Molsberry  
Co-chairperson

Distribution List

External

Action

UBNDE VP (MB/SK)  
PIPSC Rep

Information

NDHQ/ DAir CMS  
W Comd 1 Wing Kingston/UNDE Pres  
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W Comd 5 Wing Goose Bay/UNDE Pres  
W Comd 8 Wing Trenton/UNDE Pres  
W Comd 9 Wing Gander/UNDE Pres  
W Comd 12 Wing Shearwater/UNDE Pres  
W Comd 14 Wing Greenwood/UNDE Pres  
W Comd 15 Wing Moose Jaw/UNDE Pres  
W Comd 16 Wing Borden/UNDE Pres  
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Internal

Action

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